THE NEPONSET REVIEW

VOL. 13 - 1924

AXEL H. ANDERSON, Auditor

Neponset Review

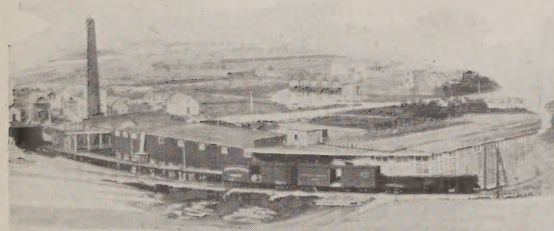
JANUARY, 1924 VOL XII NO. 1

HOLIDAY NUMBER

1923 BIRD NEPONSET PRODUCTS 1924

BUILDING & ROOFING PLANT
NORWOOD, MASS.

FLOOR COVERING PLANT
NORWOOD, MASS.

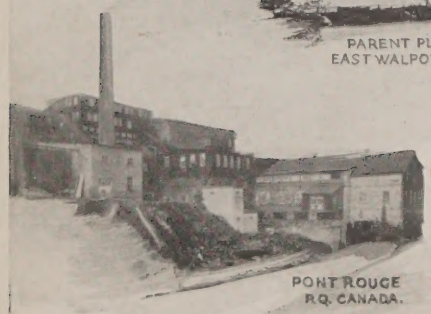


HAMILTON, ONT.,
CANADA

PHILLIPSDALE, R.I.

CHICAGO, ILL.

PARENT PLANT
EAST WALPOLE, MASS.

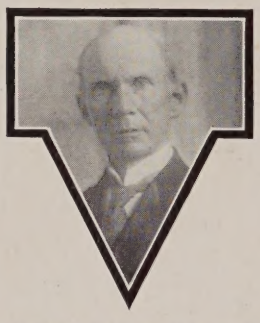


PONT ROUGE
P.Q. CANADA.

We wish you everything fine for Christmas and the New Year

Bird and Son INC.

Mr. Bird's Holiday Message



CHARLES SUMNER BIRD
Pres., Bird & Son, inc.

ANOTHER twelve months has rolled along and our business has steadily increased. A uniform and substantial growth builds the safest business structure. It has never been our policy to increase the size of our mills or to extend our business through high financing. All of our surplus earnings, above the preferred stock dividends, have been used to strengthen the business; in fact, although earned, we have not paid a dividend on our common stock.

During the past five years we have expended a large amount of money for plant additions and for maintenance. We have improved the quality of our goods, intensified our selling methods and strengthened our organization. These things have been done in order to maintain our high standards, render better service and place us in a position to compete with our efficient competitors throughout the country.

A very satisfactory phase of our business has been the increase of ownership of Bird & Son securities. The public has purchased large blocks of our preferred stock. Our employees have become important investors in our securities. That is as it should be. Our business is no longer the business of a few persons as it was some years ago. It has become the business of a large number of people. That, surely, is a safe and sound situation.

Of course, there is hard work ahead for all of us, from the top to the bottom, but if we pull together in the future, as we have in the past, the reward to workers and to stockholders will be adequate and secure.

Our greatest asset today, as it has always been, is the splendid spirit of co-operation that exists throughout all our plants.

A Merry Christmas and a Happy New Year!

Charles S. Bird

All Divisions Look for Big 1924

THE MEASURE OF SUCCESS

At the end of the year auditors come around to audit our books. According as the business shows profits, we call it a successful business. Bird & Son has always been successful because the institution has been built up on sound lines. We are an organization of good workers, producing quality products. We are bound to be successful if we live up to the spirit of the past and are zealous in keeping the same ideals always before us.

P. R. Allen, Vice-Pres.
General Sales Manager

At this time of year most of us make an audit of ourselves. Have we gone ahead or gone behind since our last audit? What is "Success"?

Some of the most interesting and inspiring stories ever written are those about real people who have fought a good fight and are doing the best it is humanly possible to do with their lives.

Wells, the author of "The Outline of History" (which, by the way, is a great book), gives one of the best definitions that I have ever seen of "success." Let us use this definition in making the audit of our own for 1923.

"Success is something more than just getting on and stirring one's fellow creatures to envy, respect, and tiresome attentions. Besides the Failure that looks like Failure, the sort of Failure we all know about, there is the Failure that looks like Success.

"Wealth, notoriety, place and power are no measure of success whatever. *The only true measure of success is a ratio of what we might have done on the one hand and the thing we have made of ourselves on the other.*"

I send along Best Wishes, a Merry Christmas and a Happy and Prosperous New Year to all associates in the business.

Philip R. Allen

THE JOYS OF YOUR OWN HOME

As Christmas approaches, it is a very natural thing for each individual to call to mind some particular memory which is always linked with the thoughts of Christmas. To me, when I think of Christmas, comes the thought of the old-fashioned New England country home.

The picture I have in mind is a home, nestled in the valley, far from the busy city. Within, all is comfort and cheer. The kitchen is a large, roomy one; the living room is pleasant and has a large fireplace around which young and old may gather for an evening's fun. The atmosphere of the whole place is one of happiness and content.

Of course, we cannot all have an old-fashioned New England home such as I have described, but it is a fact that every human being realizes that he should have a home and that, if he is a married man or has someone dependent on him, he should own his own home.

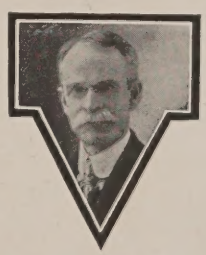
It was harder for the people who, 50 and 75 years ago, established these old New England homes to meet the situation than it is for the people of the present generation. There is no good reason now why any man cannot own his own home if he lays his plans with the definite purpose of doing so.

Our old New England settlers established and maintained their homes by work. I want to tell you, my friends, that the secret of owning your own home *is* work. I have spoken about this before, but it is none the less true today than it was in the past and will be as true in the future.

I have heard the remark that everything costs more now than it did in the old times. I am not giving much consideration to this point for the reason, my dear friends, that it has nothing to do with the fact that you do not own your own homes.

The automobile is one of the big reasons that large numbers of families are living in unsatisfactory houses, are paying rent and neglecting to keep in sight the joys and pleasures that they might have if they owned their own homes, at some point in our glorious old New England States.

You have no right to own an automobile until you own your home. You may say that the automobile is a very inexpensive addition to your home equipment. Nearly every make of automobile can be purchased today on a future payment plan. Some cars can be purchased for a sum as low as $5.00 per week. Many will say that the small sum of $5.00 per week could readily be spared from the family treasury and, as compared to the amount of pleasure it would give, would amply repay them for the sacrifice.



George R. Wyman
Gen. Manufacturing Mgr.

But do you realize that $5.00 per week is only a small part of the expense entailed in the addition of an automobile to your home equipment? There is the question of upkeep, of gasoline and oil, of insurance, and there is no end to the expense. And do you realize that $5.00 per week would pay the interest on a home costing more than $4,000?

We already have a large percentage of home owners in our organization, probably larger than in most organizations of our size. You take pride in owning that home and you are in the class of people that I hope will increase in New England rather than diminish. I wish you all great joy in your homes.

And now, one last word to you who do not own your homes. A few years hence, will you take

more pleasure in a trip out to the back yard where you may view a dilapidated or broken down rattle-trap which represents so much of your hard work—the automobile which you took so so much pleasure in purchasing and which gave you and your family so much pleasure for a few short years? Or will you take more pleasure, as you go over a rise in the ground, in seeing a cozy, comfortable home of your own waiting for you which will prove a joy to your family and yourself, not for a few short years but for a lifetime?

To all of our mills and departments I extend a most hearty Christmas greeting and best wishes for a Merry Christmas and a Happy New Year.

George R Wyman

GOOD WILL

What is good will in business? It is a valuable asset, an intangible and mysterious commodity, although it has no existence apart from a business itself. Every day it is bought and sold, brought to us and given out by us.

How is good will produced? By giving courteous, attentive consideration, especially to details and correction of all mistakes. Courts often define good will in manifold terms, sometimes long, at other times by short definitions, but they amount to the same thing. Lord Elton, a celebrated British Jurist, defined it as "the probability that old customers will resort to the old place."

E. H. Bartlett
Division Sales Manager

A conception of good will in most cases is the amount one would be willing to pay solely for the privilege of continuing an established business.

Most of us are either making or destroying good will in our daily work. The valuable employee is the one who builds up through helpful and constructive service and loses no opportunity to correct the faults of others who destroy or retard the established and growing good will of any institution.

It is very doubtful if one is ever burdened with too much of it. A surplus would mean the best of insurance. One can never tell when the wrong answer, either verbal or written, may knock the props out, cause suffering, ill-feeling and loss of prestige that might take years to overcome in eliminating bias and prejudice caused by heedless and thoughtless expressions or doings.

Let us all think well of our every act and deed. Ponder, reflect, if necessary, before the final commitment. Add to the good will we have inherited that future posterity may have as good if not a better standard than what we found when we started to make good will for ourselves and those whom we serve.

At this season we are taking inventory of our deeds, reflecting on our short comings and pledging new resolves for the New Year to come. Let us not overlook one of the most important features, essential and necessary for the solvency of our business today, and that is—to create and maintain good will for the mutual benefaction of all.

Elmer H. Bartlett.

CREDIT DIVISION OPTIMISTIC OVER 1924 OUTLOOK

In spite of the fact that there have been quite a few articles written advocating delay in building because of a possible reduction in cost, I am optimistic enough to believe that the year 1924 will see a continuance of the building program. When we consider the large demand for homes and the lack of building during the war period we are still very much behind the needed number of houses.

H. H. Miller, Treasurer

Our financial foundations are extremely strong. Savings have increased and money is easy. Fluctuations will occur during the coming year in many lines and whatever we get will be be cause we are everlastingly keeping after it.

Collections have been extremely good with us this year, which we believe is due to the fact that we have, so far as possible, tried to co-operate with our customers; first, in getting them to present their problems to us and then working them out to our mutual advantage.

H. H. Miller.

BUILDING & ROOFING SALES DIVISION

Every Year is a Good Year for the Go-Getter

Today one of our best dealers said to me—"I have heard a good deal about dull times in the territory in which I operate. It is true that some of the mills have been closed or running on part time but the increase in our business this year is remarkably satisfactory. I take it that the reason is, we have not listened seriously to any talk of poor business but have said to ourselves that there is plenty of business in our territory if we go out and get it, and we did go out and get it. I have come to the conclusion that whether general business conditions are good or bad, there is plenty of business to be taken by the merchant who does go out and get it."

The Go-Getter always gets the business. There is a big business in every territory which we are not now getting. The harder we work the more of that additional business we will get.

Building conditions will be just as favorable, perhaps a little more favorable next year than this

year, but there will be just as many roofing manufacturers in existence and they will all be working just a little harder, and that means that their salesmen will be a little better and working a little harder. The sales force that has the most Go-Getters is going to get the business.

I know that I voice the sentiments of all the salesmen when I say, never has this department been helped so much by other departments as this year. The mill has given us splendid service.

P. H. Bailey, Sales Manager
Building and Roofing Div.

We extend best wishes for a good Christmas and a prosperous 1924 to our dealers and associates in business.

P. H. Bailey.

GROWTH—PAST, PRESENT, AND FUTURE

By the time this issue of the *Review* comes from the press another year will have passed by. In many respects it is a year that we can look back upon with considerable satisfaction. Perhaps the most noticeable item of moment is the fact that a greater volume of tonnage was shipped from our Building and Roofing Department during 1923 than in any year in our history.

We continue to grow and expand and it might be well to pause for a moment and give some thought to the cause of this continued development. Is it conditions? Perhaps so, but only in a small way. There were concerns in business a year ago that are not in existence today. As a matter of fact, the explanation is that every man in our organization is growing and this concern, being nothing but the sum total of the men in it, is expanded automatically by the pressure inside—the pressure of the added stature, breadth and courage of its men. Better still, this growth is not confined to ourselves—the seed is being planted in the organizations of our dealers and agents throughout the country. As a result they find it more and more profitable to sell Bird & Son's Building and Roofing products.

We must always keep in mind the salient fact that unless we do everything in our power to foster and assist in the development of the business of our dealers, our own development will be limited.

The Eastern Division salesmen did a splendid job in 1923 but let's not allow ourselves to feel satisfied with this. We should analyze past successes and failures and give careful thought and consideration to plans for the future. We must continue to render service to our dealers and make them realize, by the results we produce for them, that the Neponset line of Building and Roofing products is by far the most valuable one for them to handle. We cannot afford to let up in our efforts for an instant—"We must keep climbing—anybody can run down hill."

A word in regard to the future—this country is still in need of thousands of new homes and thousands of others will have to be re-roofed. This means that building conditions will be just as favorable in 1924, perhaps more so, than they were in 1923. What is more, Bird & Son salesmen are better equipped and more thoroughly prepared than ever before to assist dealers in getting their share of this business.

W. E. Hale
Eastern Sales Manager
Building and Roofing Div.

We hold as our proudest possession the friendship and good will of those associated with us in this business. We want to get better acquainted with the dealers who sell our products, the carpenters and builders who use them, the architects who specify them and the consumers on whose buildings they are applied and we want them to know us better. For this reason we are always glad to have them visit our mills where an old-fashioned welcome awaits them.

To these, and to everyone else, we wish unmeasured happiness during the whole of the new year.

W. E. Hale.

SALES SERVICE DEPARTMENT

Building and Roofing Department

On the first of October this new department was established. Close co-operation with our Salesmen and Dealers should produce valuable results in supplying dealer helps, coordinating advertising matter with our sales campaigns, and, in short, rendering every possible Service within the power of the inside organization.

This department will have supervision of sales statistical work, and will endeavor to interpret all available statistics into useful form.

It is hoped that our Dealers and our Salesmen will help make this department successful by presenting to it any suggestions they may have, and likewise any problems which confront them, particularly those relating to advertising, sales expansion and special campaigns.

H. J. Johnson.

THOUGHTS ON 1923—AND TIME IN GENERAL

When I was young, the days were long,
The years were endless, drifting by;
If I remember—right or wrong—
I never knew how time could fly.

But lately I remember when
A new year comes with youthful tread,
I turn and look and turn again
To find another year has fled.

Why, it was only yesterday
When Ninteen Twenty-Three was born,
Yet now he's old and bent and gray,
Forsaken, broken and forlorn.

FLOOR COVERING DIVISION

Our Tasks for 1924 Difficult

The outstanding event for the Floor Covering Division in 1923 was the installation of a 24-frame rug machine. This new unit is now in operation and will give us a production for 1924 nearly double that of 1923.

H. E. Sawyer, Jr., Sales Mgr. Floor Covering Div.

Because of the heavy demands for our merchandise it was necessary throughout 1923 to make extensive substitutions in patterns. While irritating to our customers, it was the only way in which we could keep them supplied with merchandise. We wish to thank them for their for bearance and co-operation. Added production for 1924 should enable us to fill orders more nearly as specified.

The year 1923 was by far the largest in the history of our Floor Covering Division. This fact is exceedingly gratifying. It is not our purpose, however, to make the largest amount of felt base, nor to have the greatest number of customers on our books. We are determined to make the best felt base on the market and to have satisfied, loyal customers linked up with our Sales Department, not in the generally accepted sense of being dealers but rather as partners or accredited agents of Bird & Son, inc.

Realizing that our success depends to a very large extent upon the degree in which our customers are sold on our merchandise, we have organized a Sales Service Department. This Department will be able to offer valuable suggestions and helps to our customers in connection with the sale of our products, and also be instrumental in instructing their salesmen relative to the advantages of our merchandise.

The problems for 1924 are far more difficult than any which have faced us in the past. We believe that a general improvement in our line of patterns, plus more intelligent methods of helping customers dispose of their merchandise will make the 1924 proposition which we have to offer sufficiently attractive to insure a satisfactory volume of business for next year.

The Floor Covering Sales Department is greatly indebted to the Manufacturing organization for the spirit of harmony and understanding which exists between the two departments.

I would like to take this opportunity of expressing my appreciation to our customers and the entire Floor Covering Division of their sincere loyalty and co-operation, and to wish them a Merry Christmas and a Happy New Year.

H. E. Sawyer, Jr.

If you can't have things dane your way, jump in and do your darndest to get them done the other way.

EASTERN DIVISION READY FOR LARGE 1924 FLOOR COVERING BUSINESS

The Eastern Division of the Floor Covering Sales Department has had an extremely successful year. We take pride in the fact that our sales are far ahead of last year's.

Circumstances have undoubtedly helped us. Business conditions have been excellent. There has been a shortage of Felt Base Floor Covering. Our national advertising has borne fruit. Yet even so, we feel that every member of the sales force has a good deal of which to be proud.

The most important part of our work in 1923 has been to lay plans and to equip ourselves to sell, in 1924, the increase in production from the new machine. We are confident today—even granted that conditions may not prove so satisfactory and that competition will undoubtedly be far keener—that in 1924 we will do our full share, and more, in selling the new production.

The Eastern Division wishes everyone a very Merry Christmas and a Happy and Prosperous New Year.

W. B. Rogers, Jr.,
Eastern Sales Manager.

WESTERN DIVISION ENTERS 1924 WITH ENTHUSIASM

The Western Floor Covering Division seems to be getting a reputation for being over-optimistic. We claim we can prove a right to our optimism.

1924 is going to put 1923 in the deep shade, and we *will* prove that next year. 1923 has pushed 1922 off the sales map, and we *have* proved that this last year.

Never at this time of the year have we had so many bona-fide future orders. Never at any time of the year have we had so many patterns that the dealers are really begging for, so attractive a sales and merchandising policy for the dealer; and so live and able a bunch of enthusiasts for BIRD'S Neponset Rugs and Floor Covering—in the office, on the road, and in dealers' own sales forces.

Do we have to say more to convince you that our high enthusiasm is quite reasonable?

The Western Floor Covering Division wishes you all a Merry Christmas and a Happy and Prosperous New Year.

R. W. Wescott,
Western Sales Manager.

NEW DEPARTMENT TO AID FLOOR COVERING SALES DIVISION

Recently, there has been organized a Sales Service Department to cooperate with the Floor Covering Sales Division. Already it has entered on the work with enthusiasm and it is expected that during the coming year it will prove of increasing hepfulness. The purpose of the department is twofold:

1. To create interest in our merchandise among prospective customers, and
2. To help our present customers increase their sales of our merchandise.

This will be done by the development of sales, by sales letters and by field work.

C. W. Alexander.

BOX DIVISION BUSY IN 1923—READY AND EAGER FOR MORE BUSINESS IN 1924

The year 1923 has been a busy one for the Box Division. We have increased our output to take care of the increased requirements of our customers, and the tonnage produced this year has been the largest in our history. Bird's NEPONSET Fibre Shipping Cases are being used by an ever widening variety of manufacturers and shippers, and we have added to our list of customers some of the largest manufacturers in their particular lines in the country.

C. H. Andrews
Sales Mgr. Box Division

Our plans are being made for increased and improved equipment which we believe will make our schedule more flexible than ever before, and this is going to make it possible for us better to meet the requirements of our customers.

The tendency in all business, we believe, has been to carry limited stock, and this has meant a very much larger proportion of rush orders. The manufacture of solid fibre cases is fundamentally a mill operation and requires more advance planning than the manufacture of wooden boxes or other styles of containers. We are always glad to extend ourselves to take care of a customer's requirements, but do ask them for as much advance booking of specifications as possible.

We have been pushing the sale of Neponset Shoe Cartons, and during the latter part of the year have added several new accounts to our list with the regular machine installation. There has been a substantial increase in our orders for Tack and Screw boxes over last year, and sales of Neponset Waterproof Paper Flower Pots have also shown a considerable increase.

We want to express our appreciation of the fine spirit of co-operation shown by all departments in working out the many sales problems with which we have been confronted this year, for it is only in this way that we can carry on and assure success.

Making a better product today than ever before, we are looking forward to a prosperous year and increasing business, and can assure all of our friends that our watchword for 1924 will continue to be as it has in the past, "QUALITY and SERVICE."

C. H. Andrews.

SPECIAL PAPERS

Faith, courage, love and hard work has built our great country, our industries and our homes.

The development of Special Papers also plays its role in the march of industrial progress.

Little we realize that paper can be made as hard as a rock or as soft as velvet, or its structural basis, which is cellulose, changed by chemical treatment to a product of imitation ivory. Neither have we heard the last of rubber latex in the manufacture of paper.

W. E. Hicks
Sales—Special Papers

Thus as we are striving onward, each one with his problems, we pause as the 25th of December arrives and with that feeling of good will which flashes around the world, we wish one another a Merry Christmas and a Happy New Year.

W. E. Hicks.

THE BEGINNING OF THE NEW YEAR

A Time for the Taking of Inventories and the Making of Budgets

The older each one of us becomes the faster time seems to fly, which is at least partially explained by the fact that each year we become busier and busier, taking on new duties, and becoming wrapped up in more things.

Another year has elapsed, and it seems almost more quickly than any preceding one, and the time arrives for taking inventory. But this is the time not only for the taking of inventory of merchandise and raw stocks, but of many other items besides, such as the sizing up of our own individual job and how well we have performed it compared with previous years, and how well we have worked in and co-ordinated with the others in our own department, and how our own department has co-ordinated and co-operated with the other departments of Bird & Son. For in the final analysis each of us is one unit in a great human machine, and each can very decidedly help or hinder the operation of this great machine as a whole according to the degree of efficiency with which we function in our own particular job. We must improve, and progress, and go ahead, steadily and surely, or we are going backwards. This is truer now than at any time in the past because of the very keen competition in all lines of industry and commerce which exists today. But it is unreasonable to suppose or expect Bird & Son as an institution to progress unless each member individually does his part.

R. C. Floyd
Asst. to Vice Pres.

Most everything in business life is judged relatively and the results of one year are analyzed and compared with the results of previous years. Looking back over the past decade I am sure I am safe in saying that there never has been a time when Bird & Son has had as able an organization as exists right now. Referring particularly to the various Sales Departments, we have never before had so strong a personnel both in our outside force and in our inside force as we have today. This is due to two things. First, we are selecting additions to our line-up with extreme care. Secondly, after selecting them we are sparing no time or effort in the training and educating of them for their particular work, because we consider every man we take into our employ a real investment. This has resulted in each individual acquiring an earnestness of purpose and in his having a very clear and definite aim of what he is trying to do and what goal he is striving to reach. Furthermore, this has resulted in our having a very constantly decreasing labor turnover in these departments.

Keynote of Sales Promotion Departments

Another very definite step we have taken during 1923 has been the installation of our Sales Promotion Departments—an exceedingly important unit in our organization in making more efficient the work of our Sales Departments and in the tying up of our older dealers closer to Bird & Son, as well as the obtaining of many new dealers on our books. This division has already taken great strides forward during the few months of its existence and is bound to figure even more prominently the coming year. Real co-operation and actual service between ourselves and those who represent us in the outside world is one of its keynotes.

As stated above this is the time for the taking of inventories of more than one kind and the reviewing of the year past. But it is also the time for the setting of budgets and the looking ahead to the year to come. The budgets of the various Sales Departments for 1924 will be to endeavor firmly to keep strong those channels which we consider now to be strong, and to strengthen constantly those which we feel are not now so strong as they should be. This refers to both the inside and outside department of each separate Sales Division, the relation of each Sales Division to the other Sales Divisions, and the relation of the Sales Branch of Bird & Son to the Manufacturing Branch and to Bird & Son as a whole.

Business is like a great game, hard fought, keenly contested, and with never a let-up; one in which the competitors are many, but the real winners few.

Richard C. Floyd.

GOOD WILL

"Good will toward men" is a sentiment to be found in the Christmas hymn.

"Good will" is likewise found in the balance sheets of corporations. It is the one and only expression of sentiment permitted in the coldest analysis of business. It may be worth a mill or a million. It may be a priceless asset or an illegal subterfuge.

Bird & Son may proudly express its Good Will —you cannot calculate it in dollars. It must be maintained in the satisfaction of those who finally buy our goods. It must continue between all factors of our business. It is the easiest to maintain and the costliest to lose. Its enemies are dishonest goods, unfair comment, or stinted effort.

D. A. Chase
Asst. to President

A Happy New Year—it promises to be prosperous.

D. A. Chase.

ACCOUNTING DIVISION EXTENDS GREETINGS

We can mention numerous changes and improvements, but will not toot our own horn. RESULTS COUNT. With the continued co-operation of all departments, the Accounting and Cost Departments will carry on. Here's to you all!

Merry Christmas and a Happy, Prosperous New Year.

A. H. Anderson.

A. H. Anderson, Auditor

CANADA

Here in Canada we have looked with some degree of envy upon the prosperity of the United States during the past year. The "come-back" from the business depression of almost three years ago in Canada, has not been so rapid as in the States, but I believe it has been a safe and sound recovery.

Times like these put men, policies and products to the acid test, and it is gratifying when we take account of stock at the end of each year to find Bird's policy stronger than ever, our fellow workers more loyal, and our products still speaking for themselves of their superiority by the actual test of time.

W. R. McNeil, Vice Pres. and Gen. Mgr. Bird & Son, Ltd.

Next year will be just what we make it—no more or less.

I wish all members of the ever increasing Bird family, a Merry Christmas and Happy New Year.

W. R. McNeil.

Chicago 1923 Optimism Justified

1924 Conditions Look Even Better

BETTER EQUIPPED TO GIVE SERVICE

It hardly seems possible that a year has gone by since we were called upon to write an article for the Neponset *Review* of 1922, but such seems to be the case, and we are rather pleased to find on looking back over the past year's records that the feeling of optimism expressed a year ago was justified nearly 100%.

We feel that the year 1924 holds even better things in store for us at Chicago because we believe that conditions in the farming communities that we serve are rapidly improving and that our clients are going to be in a position to demand more and more of our materials as these conditions get better. We feel that we are even better equipped than we were a year ago to give our clients service in every way: (1) by giving them quality materials, (2) prompt shipments as required, and (3) hearty cooperation with our 50–50 advertising.

F. H. Hird, Mgr.
Bird & Son, inc. Chicago, Ill.

Someone has said that eternal vigilance is the price of peace, and it is just as true that eternal vigilance is the price of business success, and it is only by watching every step of progress from raw material until it gets on the roof of the consumer that success will rest with us, and we feel sure that that's exactly the spirit that permeates this organization.

We want to extend to all customers and friends our heartiest wishes for a Merry Christmas and a very Prosperous and Happy New Year.

F. H. Hird.

THE LATCH STRING ALWAYS OUT FOR OUR DEALERS

The improvements made in the Chicago operation during 1922 and 1923 in quality of finished products, service to customers and inside sales were first noticed and probably most appreciated by salesmen in the territory. The progress made is reflected in sales for 1923 and will even in greater measure help field work in 1924.

A. S. Downey
Western Sales Manager

We look for no less competition and no easier work in 1924. Competition will be even more keen, if anything, but increased confidence in the rightness of Bird & Son policies, the quality of our products, and increased cheerfulness and loyalty because of progress made this year give us real reason to be optimistic.

Despite the distance our mill is from the "Loop" and the "bright lights," more of our dealers have visited us this year than previously and we urge all who come to Chicago to do so. Particularly do we selfishly ask them to have those of their sales organization who come in personal contact with their customers visit us. It helps us better understand how to fill their needs and serve them, and an understanding of our manufacturing processes, a personal acquaintance with our department heads make business relations happier,—and selling roofing more interesting.

We wish to all a Happy Christmas and a most Prosperous New Year. Come and see us during 1924.

A. S. Downey,

"BETTER BUSINESS FOR BIRD" OUR 1924 MOTTO

The past year has shown a considerable gain in volume of units shipped from this Plant and we see no reason why the coming year of 1924 should not show a still further gain.

The mechanical improvements, the simplification of our line of products and the manufacture of the Paroid Roofings here during this past year have gone far to better the quality of our product, as well as to reduce wastes and costs.

W. W. Wilson
Mfg. Mgr. Chicago

The spirit of every man in the Mill is to give the best he has in an effort to lead the other Bird Mills, for in so doing he feels he is around the top of the ladder as far as high quality, less waste, more production and lower costs of roofing go.

The Mill is behind the Sales 100% and the Sales in return are 100% for the Mill, and with this feeling we are looking forward to the year 1924 with high hopes.

Here's wishing all employees of Bird & Son's mills a Merry Christmas and a Happy New Year.

W. W. Wilson.

Andy Spiers planned to move into his new home in Morgan Park, December 1.

Messrs. Kerr and Oehler, of the Safecote Mills, Millis, Mass., visited the plant last week.

Fritz K. Becker, of the Bird Machine Company, visited the plant for a few hours Thanksgiving week. He and Ben Roberts had an interesting chat on 'old times" in the Air Service in France.

Several records were made or tied during the month of November, while the "time down" showed to a minimum.

Greetings from East Walpole and Norwood Plants

ASSISTANT MANUFACTURING MANAGER HAS MESSAGE FOR ALL

This year has been one of steady growth and normal development. Practically every department has expanded either by new construction or by increased production capacity. Our superintendents and foremen have grown by assuming larger responsibilities and undertaking to carry their full share of the work.

S. B. Montgomery
Asst. Mfg. Mgr.

Relations with other departments have continued to be most cordial. We have enjoyed more fully this year than ever before a contact with our customers and dealers through their frequent visits to our plants. I take this opportunity to thank all those who have helped to keep up the spirit of good fellowship that has made our relations so pleasant.

Besides the usual good wishes of the season, here is a message for 1924—*Let each one undertake to his utmost capacity his full burden of responsibility and work, forgetting the petty and the personal for the good of the whole.*

To each and everyone a very merry Christmas and a prosperous and useful New Year.

Spencer B. Montgomery.

CAREFUL WATCH KEPT OVER SOURCES OF SUPPLY

During the past year materials have for the most part been in good supply. Deliveries, except for short periods in the earlier part of the year, have been good. Considerable price fluctuations have occurred in some materials; in others there have been advantageous price declines after the slowing up in the early summer.

A. H. Russell
Purchasing Agent

It is essential that our manufacturing departments be assured at all times of a steady flow of material of high quality and uniform in character. For this reason, special care is given to securing dependable and adequate sources of supply, particularly in the case of those materials used in considerable quantities.

A number of new arrangements have been made in some of our sources of supply which it is believed have been mutually advantageous and which it is expected will continue.

The trend of business and prices for the coming year has been discussed at length in the public print by those who give time and thought to these matters. From these and other sources each of us is able to form his own views and plans.

A. H. Russell.

1923 MAIN MILL PRODUCTION EXCEEDS PREVIOUS YEAR

In practically every department of the Main Mill production has exceeded that of 1922. The paper machines ran very steadily throughout the entire year. In the Finishing Mill and No. 2 Box Shop the production has been about normal and in No.1 Box Shop the production of fibre cases has greatly increased.

S. W. Smith
Supt. Main Plan

We have gained much knowledge in our various processes that has enabled us to bring the quality of our products to a still higher standard. This has been accomplished by the excellent spirit of cooperation that exists throughout our organization. We feel that each individual has done his best in assisting to accomplish the results obtained.

I wish to express my appreciation at this time of the loyal helpfulness of the organization and to wish a Merry Christmas and Happy New Year to all.

Stephen W. Smith.

CONSTRUCTION WORK AT THE MAIN MILL IN 1923

The demands for power reached the point where it was found necessary early this year to add new boiler room equipment. A new 823 H. P. unit with stoker was installed and has been operating several months. A new heater and feed water pump are also being installed in the boiler room and the old feed pumps are being moved from the old heater house.

The coal pocket and gantry crane have been completely reconstructed.

An emergency Edison power supply of 1000 kw. has been contracted for and work of installing transformers, cable, and substation is under way.

C. W. Conrad
Plant Engineer

The principal improvement in the mill is the installation of a new Shartle breaker beater. This will have sufficient capacity to prepare all body stock for both No. 2 and No. 5 machines.

Two new building additions have been made this year. SD2, the dry paper storage building, has been widened and the extension will provide storage for 250 tons of paper.

The section of SR1, raw stock storage, which burned in 1921, has been replaced with a substantial building.

An effort has been made this year to improve the physical condition of our buildings and extensive repairs have been made to roofs and walls.

As a result the plant buildings are in excellent condition.

Every good wish for the coming year.

C. W. Conrad.

LABORATORY BUSY ON USEFUL AND IMPORTANT INVESTIGATIONS

Several important investigations and developments have been completed during the year, and although research and development work are necessarily slow, there is a feeling of confidence and enthusiasm here that is surely desirable.

E. L Connolly
Chief Chemist

Almost any apparently simple problem becomes complex before an investigation is completed, but by the gradual elimination of unknowns we should get a problem easy to solve and a product the quality of which can be controlled.

Perhaps the most fruitful source of investigation from a laboratory viewpoint is the products complaint card. The complaints should be considered frank, fair criticisms and if followed up very closely should work out to the advantage of the mill and the customer. The more we know about the uses and requirements of the products sent to our dealers and customers, and the closer the co-operation, the greater the satisfaction.

The pleasant relations with other departments have meant a great deal to us and we appreciate the help and splendid co-operation that we have received.

Our best wishes for a Merry Christmas and a Happy New Year.

E. L. Connolly.

OPTIMISTIC GREETINGS FROM BOX SHOPS

Another year! Again the things which seemed impossible the previous year have been accomplished. It is with this thought in mind that we can indeed look forward to a bright and happy future. When, during our busy calendar, is this thought more appropriate than at the holiday season when we are about to start another year of accomplishment? Rightly, too, it is a season of gladness and we can well rejoice with our fellow men. It is our good fortune to be a part of a great organization continually looking out for the welfare of its people, forever keeping abreast with the march of progress.

J. B. Maguire
Asst. Supt. Main Mill

Let us remember the things well done and profit by our mistakes so that the New Year will be, as our carnival posters so aptly put it, "Bigger and Better than ever."

A Merry Christmas and Happy New Year to all.

James B. Maguire.

A LONG, STEADY PULL, ALL TOGETHER, MAKES FOR BUSINESS PROSPERITY

Business everywhere, including our own, is much like a horse pulling a heavy load up a steep hill. The more stops made, the more difficult it is to get started again and over the hill.

When the final results of this year's business are written into the records, then will be inscribed an excellent example of an organization working together to get the "load" up the hill without waste of time or energy.

P. N. Hills, Mfg. Office
Supt. of Planning

Many records have been made this year in the various production departments, largely due to the fact that our sales department has come thru in fine style when orders were necessary.

All indications point toward the continuation of prosperity and steady employment during 1924. I am sure that this organization will make the most of it.

Philip N. Hills.

RECORD OF NORWOOD PLANTS SHOW MANY IMPROVEMENTS IN 1923

The Building & Roofing Plant and the Floor Covering Plant have undergone important additions and improvements in the year now closing. 1923 has been a year of intensive work in the technical departments and in the production departments of both mills; and the important developments are due in large part to the efforts and work of the respective organizations.

E. M. Lines, Supt.
Norwood Plants

Much credit is due to the Assistant Superintendents of both the Building & Roofing and the Floor Covering plants for their leadership and to the foremen and their men for their loyal support.

This month has seen the starting of production in the new Floor Covering Extension, a plant which every member of Bird & Son has helped to make possible, and of which each may be justly proud.

Progress in the Building & Roofing Plant has brought about many additions and improvements, and has resulted in further perfection of machine equipment and operation.

Our products have reached a degree of excellence which we feel will be a source of satisfaction to all who use them.

I wish to express my thanks and appreciation for the many kindnesses which have been done for us by other departments.

E. M. Lines.

THE ROOFING PLANT HAS A BANNER YEAR
Exceeds All Past Records

The Building & Roofing Plant can look back over the year and see many of its wishes and hopes for 1923 fulfilled. The organization has remained practically unchanged throughout the year and has settled down into a happy, contented family—dedicated to hard work.

E. L. Chamberlain, Asst. Supt. Building and Roofing Plant

Several important improvements have been made in our machines to promote quality and to enable us to meet the increasing demand for a high grade product. Our new record for 1922 of tonnage shipped has already been passed and we will raise it several thousand tons before the year closes.

All this vast amount of work, so graciously and so well done, is a tribute to the endeavors of every man who has co-operated to make it possible.

It is a pleasure to wish you all a Happy and Prosperous New Year.

E. L. Chamberlain.

WITH THE NEW EXTENSION IN OPERATION, THE FLOOR COVERING PLANT IS READY FOR THE NEW YEAR

The Floor Covering Plant, in 1923, has undergone what is probably the most important development in the history of the plant. A banner year was anticipated, and it has proved to be such, in quality, in production, and in improvement of products.

R. M. Wight, Asst. Supt. Floor Covering Plant

The extension of the Floor Covering Plant, nearly doubling the capacity, has been put into operation this month. It is felt by those who have worked on the plans and construction of this extension that they are a step in advance of anything up to this time built for the manufacture of felt base floor coverings. Several novel features were introduced into the design of this plant, and their success is a credit to our engineering department, our architects, and to our own organization.

I wish to express my thanks to each of the foremen and the men of the Floor Covering Plant for their loyal spirit and support and I wish to each a Happy New Year.

I wish also to express to the members of other departments appreciation of the many pleasant associations with them; to express thanks for the many ways in which they have helped us this year; and to wish them a Happy and Prosperous New Year.

R. M. Wight.

PHILLIPSDALE LOOKS FOR STRENUOUS 1924

At the approach of the Christmas Season, we realize that another year has passed into history and that 1924 will shortly take the place of 1923.

It is our pleasant privilege to review the past year with a feeling of satisfaction.

The technical control as carried out by our laboratory gives us assurance that every roll of felt that goes out of the mill is up in quality.

T. G. Henderson Supt. Phillipsdale Plant

We know that 1924 will bring to us some of the biggest tasks we have ever had, and we are ready to face them. Full measure of success can not come without mutual helpfulness. Everyone must put his shoulder to the wheel and use his very best efforts in order to bring this about. We don't want to look upon this as a hard job, but as a work that completed will be a matter of personal pride to every man in the mill.

Summing this up in one grand total, we have a great work before us, but with everyone doing his very best and all pulling together, there is not a chance in the world for disappointment or failure.

To all at East Walpole who so graciously cooperate with us and to everyone at Phillipsdale, a Merry Christmas and a Happy New Year.

T. G. Henderson.

PHILLIPSDALE HAS KEPT IN STEP

As we analyze the results obtained at Phillipsdale during 1923 from the standpoint of production, quality and general plant efficiency, we feel that we have not faltered by the wayside. The problems to be met and conquered in 1924 will be more numerous and difficult of solution. If we are optimistic, think intensively, thoroughly organize our efforts and work, the results obtained during 1924 will surely be gratifying.

Best wishes for a Merry Christmas and a Happy New Year to all.

J. Eaton.

QUALITY AND PRODUCTION BOTH REACH HIGH MARK AT PHILLIPSDALE

The year 1923 has been a most progressive year. Our production and quality have been the best the mill has ever had. Only the hearty cooperation of everyone at DP has made this possible, and I wish to thank all those who have helped to make this our big year.

I wish you all a Merry Christmas and a Happy New Year.

Rex Salisbury.

Rex Salisbury, Asst. Supt.

OLD TIMERS AND NEW TIMERS UNITE IN CELEBRATING THE OPENING OF THE NEW FLOOR COVERING PLANT

Monday evening, December 17th, was a gala night for the Floor Covering plant, for then the new unit was officially declared complete and rug making was started. The members of the Old Timers' Club joined with Bird & Son, inc. as hosts of the evening and had as guests co-workers and friends, as well as dealers and other friends of the concern. Promptly at eight o'clock, Mr. Bird, after a short, informal address of greeting to his fellow members in the Old Timers' Club and of welcome to the guests, broke the seal of the new machine, threw in the switch, and started the making of rugs.

praise, and the unusual opportunity to see the actual making of floor covering was much appreciated.

To those who wished to see roofing in the making, a cordial invitation was extended to visit the Building & Roofing plant, where they could see felt, which was later to be made into floor covering, being saturated, and shingles being made on No. 1 machine.

After nine o'clock, admittance was granted to the general public and a great many of the townspeople took advantage of the chance to see these two plants in operation.

It was a record-breaking crowd, but a good-natured and happy one, which seemed to thoroughly enjoy the novel entertainment which the opening of the new unit made possible. Great

1. View From Hanger Building showing No. 1, No. 2 and No. 3 Print Room Buildings. 2. New Block Room. 3. Rug Finishing. 4. New Paint Machine.

Under the leadership of competent guides, groups were taken through the Block Room, where the patterns are cut out, to the Machine Room, where many found the process so fascinating that they were reluctant to move on, and then on to the finishing department, where the rugs are waxed, cut, inspected and wrapped for shipment quickly and efficiently. The new building, so well lighted and ventilated, called forth much credit for the smooth handling of the affair must be accorded to the various committees who handled the details.

The following served:

Reception and Program Committee: G. R. Wyman, Chairman, P. R. Allen, P. H. Bailey, D. J. Cullinane, S. B. Montgomery, C. W. Conrad, H. E. Sawyer, E. M. Lines, W. B. Rogers, E. D. Huggard, Mike Shergals, J. E. Smith, Eli

Chamberlain, S. W. Smith, Andrew Mannimon, John Miller, J. J. Geary, J. J. White, E. H. Bartlett, A. H. Russell, Dominick Treventi, Mrs. Annie Brown, Mary Friary, Mary Scanlon.

Publicity and Ticket Committee: B. D. Rogers, Chairman, H. E. Sawyer, W. B. Rogers, P. H. Bailey, D. A. Chase, Helena White, Anna Duffy, Frank Meyer, J. E. Sheehan, E. L. Chamberlain, B. F. Sodergren, and C. W. Alexander.

Parking Committee: H. C. Jepson, Chairman, Patrick Reardon, Frank Sutherland, Frank Whitehead, John Sheehan, Michael Sheehan, and Robert Roy.

Entertainment Committee: H. H. Miller, Chairmain, A. A. O'Shea, W. F. Geary, H. E. Rouillard, J. B. Maguire, F. B. Duncan, and M. J. Hawkins.

Transportation Committee: J. H. Smith, Chairman, A. C. Urquhart, Harry Anderson, Thos. Graney, Robert Fisher, R. G. LaFountain, David Regan, Sr., P. A. Guttormsen, and Emil Sigmund.

Information Committee. R. M. Wight, Chairman, J. F. Maguire, Elmer Jordan, Patsy Sansone, John White, John Selden, James Stowell, Jesse Ghen, Leo Bernier, L. M. Vanderpyl, E. Conlin, J. F. Maguire, B. Seekins.

Members of the Floor Covering organization acted as guides and otherwise greatly aided the committees.

BEST MODERN CONSTRUCTION AND EQUIPMENT IN NEW UNIT

Since early spring, the Floor Covering plant has been a busy place, with laborers, carpenters, bricklayers, painters and steamfitters, hurrying to complete the new unit, which was so proudly opened to the public on December 17th.

Not so many years ago, in 1893, to be exact, after several years of experimenting, Bird & Son, inc. started the manufacture of felt base floor covering. The demand for the new product grew steadily, and, in 1911 and 1912, the first of our mills devoted exclusively to the manufacture of floor covering were erected at Norwood, fully equipped with the best machinery available at that time. The demand increased so that it was found necessary to install a second machine, which, it was thought, would care for our production needs for some time to come. However, the market has continued to grow so rapidly that this summer the new unit, which has possibilities of doubling our production capacity, was added to the plant.

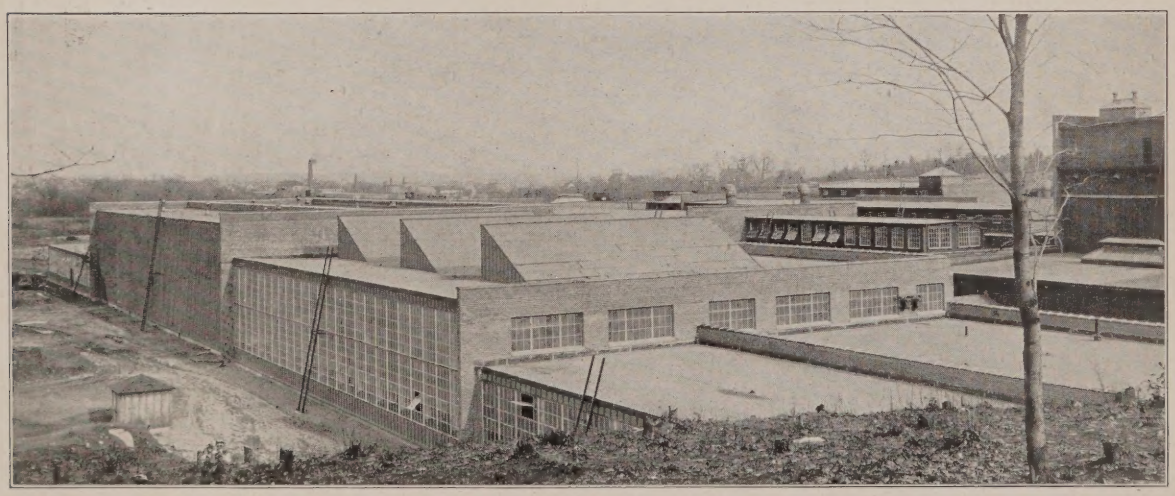
The best engineering skill went into the planning and construction of the new building so that work can be carried on quickly and efficiently under the best possible conditions. There are four divisions: the new machine shop, maintenance store room and block room; the print room; the ovens and pull-out rooms; and the finishing rooms.

The repair shop provides plenty of space for the advantageous placing of the various machines and for performing the necessary work of maintaining the plant machinery in good condition.

The cutting of the wooden blocks which print the design on the floor covering is a particularly difficult job which entails much fine work. The new block room, with its large windows which give excellent light, is particularly well adapted for its purpose. Fireproof cells have been installed for block storage

Perhaps the most interesting and important single feature of the new unit is the 24-frame print machine which was made for us by the John Waldron Company, New Brunswick, New Jersey, Seven days after the work of setting up the machine was started, it was in place and operating, a record of which we are all proud. On this machine, rugs having ten different colors may be printed, which gives a wide range of possible beautiful combinations. In order that as much natural light as possible, may be obtained a saw-toothed section has been made on the roof.

Each oven, where the floor covering is baked, has only one rack instead of the usual two or more.



View of the West Side of the New Building, Showing Repair Shop and Block Room on Right; Print Room and Ovens, Center; Finishing Room on Extreme Left.

Here special attention has been given to insulation to prevent unusual heat losses. An exhaust fan equipment, instead of natural ventilation, to cool the ovens is also an innovation.

In the pull-out rooms, the machinery for pulling out and winding up the sheets is mounted on individual motor trucks so that they may be moved to any oven required. The rolls of floor covering in these rooms are handled entirely by cranes.

In the finishing room, the sheets of floor covering are waxed, trimmed, inspected, and wound into rolls in one operation. They are then cut into rugs, finally inspected and carried on movable tables to the wrapping section where they are labeled, wound on individual tubes, wrapped and sent to storage or shipped to the customers.

Throughout the construction, particular attention has been paid to fire protection. The entire plant has been equipped with automatic sprinklers and fire walls have been provided to act as fire shut-outs.

SPECIAL SUGGESTION PRIZES FOR 1924

Everyone knows about the regular award of $5 for each accepted suggestion and the annual prizes, First of $100, Second of $50 and Third of $25, for the largest number of suggestions accepted during the year.

The management now wishes to announce that two special prizes will be awarded in 1924. These are a First Prize of $100 and a Second Prize of $50 to be awarded to those who have submitted the best and second best suggestions during the year, and will be in addition to the regular prizes mentioned above.

It is a well known fact that some suggestions which are accepted during the course of the year are of much greater value than others, and it is the desire of the management to encourage the conception of "big ideas." It is for this reason that this special incentive is being offered.

Here is a chance for you to make big money for your ideas. Put on your thinking cap and see what you can do.

SUGGESTIONS

Out of 90 suggestions accepted during 1923, 46 of them were submitted by 16 men—the other 44 by 44 men. The actual figures on the 46 are:

D. Treventi, FBP, 7; R. G. Fulton, FBP, 6; Adolph Ketty, FBP, 5; John Mattson, FBM, 4; Charles H. Seavey, FBF, 3; Frank Sego, FBP, 3; John Selden, FFF, 3; H. S. McKenzie, EMW, 3; John S. White, FBM, 3; H. Eklund, FBP, 2; F. B. Farrar, ERE, 2; Frederick Fuller, FBM, 2; George A. Goulding, DPG, 2; Allan J. Hill, FFN, 2; John MacAleese, FBT, 2; Thomas A. Smith, FBP, 2; R. J. Stoddard, FBV, 2; James A. Surette, FBP, 2.

These 16 men are well in line for the three prizes for the three largest number of suggestions submitted during the year and any one might easily forge his way into first place by submitting a few worth while suggestions during the time that is left before January 1.

MAIN MILL AGAIN WINS SAFETY BANNER

Only One Accident in DM and Only Two Days Lost Time in November

	No. Emp.	Accidents	Days Lost	Standing
				Standing
DM, DF, DV	259	1	2	.986
FF	250	2	11	.957
FB	243	2	13	.952
EM and ER	157	1	17	.927
FX1 and 2	215	3	24	.906

The record for November reflects the determination of all divisions to eliminate accidents.

We are gradually gaining in our accident prevention work. We can do better and make our plant the safest in the country. It means thinking SAFETY *all the time*—of our own and of the other fellow's.

Let's start the new year right—

NO ACCIDENTS IN JANUARY.

Safety Committee.

CREDIT UNION COLUMN

Saving ten dollars this week and drawing it out next is, in some ways, worse than not saving at all. Better stick away half or a quarter of that amount and, leaving it alone, let it grow until it amounts to something.

When you fish, bait your hook well, spit on it if you think it helps any, and leave it in the water until you get a bite. Some fellows keep putting the hook into the water and pulling it out so often that they not only catch no fish but they wear the bait all off the hook by friction. When you fish, fish with determination.

And so with saving,—save with determination,

TWENTY-THIRD ANNUAL MEETING B. & S., inc. EMPLOYEES' MUTUAL BENEFIT ASSOCIATION will be held in BIRD HALL TUESDAY EVENING, Jan. 8, 1924, at 8 o'clock

NOMINATIONS FOR 1924 OFFICERS

President	*Vice-President*
Michael J. Hawkins	Eli C. Chamberlain
Harry E. Rouillard	John Curran
Russell L. Tupper	Dimon E. Merrill
Secretary	*Treasurer*
Dennis J. Cullinane	John J. Linnehan
Dan Jones	Arthur Mellin
Louis E. Tarr	Henry Morgan

Investigating Committee

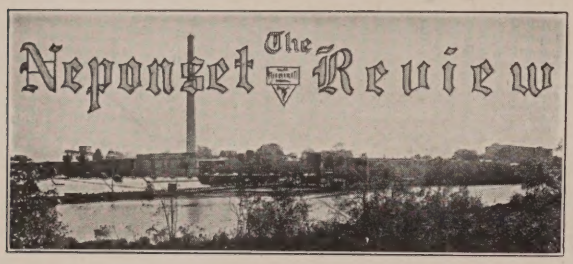
Wm. H. Boyden, Jr.	Frank L. Murphy
John Burke	Rob Roy
John Dower	Ed. Scanlon
Edward Geraghty	Frank Sutherland
(Miss) Edith M. Haslam	John Sword
Herbert C. Jepson	Harry L. Tower
(Miss) Margaret R. Leavitt	Frank Whitehead

Nominating Committee

Fred Duncan	H. H. Miller
Frank Fisher	Carl Schaier
Wm. F. Geary	Ralph M. Wight

Nominating Committee for 1923 { A. C. Urquhart, Fannie Murphy, M. E. Cavanaugh

D. J. Cullinane, Secretary.



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Editor and Publisher, B. D. Rogers

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Library	A. S. BLANEY
Suggestions	W. M. SMITH
Floor Covering	H. E. ROUILLARD
Building and Roofing	E. L. CHAMBERLAIN
Main Office	M. E CAVANAUGH
Pont Rouge	E. A. DESLISLE
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Main Mill	S. W. SMITH
Chicago	W. W. WILSON
Athletics	A. W. SMITH
Health	M. R. LEAVITT

Printer	Associate Editor	Business Manager
F. R. MEYER	M. E. CAVANAUGH	A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

A NEW YEAR'S WISH

May the New Year keep our hearts and hands busy with productive Toil, leaving neither time nor opportunity for Idleness and Discontent; may it sweeten our daily Bread with the thought that it has been earned by honest Service; may it free us from the Sin of Self-pity by revealing to us a Vision of the Divine Purpose that made Labor the Law of Life.

—Amen.

A CHRISTMAS THINKLET

Christmas is a time for sentiment. Should it not also be a time for thought? Maudlin and unconsidered sentiment may and does work many ills, but sentiment grounded in honest thinking cannot but be beneficial. Christmas celebrates the birthday of that wonderful Young Man of Galilee who based His teachings upon the solid rock of years of serious thinking concerning the relations between man and man. At Christmas time we enter heartily into all the customs that have accrued to the celebration out of the ages. This historic continuity is good, but it seems to me that at Christmas time it were even better for us to think seriously of some of the basic features of the Great Teacher's Message that are manifestly applicable to our individual and collective life today.

The limit of space here forbids an exhaustive discussion, but just by way of suggestion for our thinking, I name three things that we need above everything else and these are:

1. Intelligence, a knowledge of the true facts.
2. Good will, a spirit of fairness and tolerance.
3. Cooperative Idealism, working together for better things.

Think but for a moment and you will understand that these trace back to the teachings of that Life Whose birthday Christmas celebrates.

Why not think of these things and make of 1924 a year of increased joy and happiness?

H. E. R.

THE EDITOR'S MESSAGE

We wish to all our friends, *Review* readers, past, present and future customers, and particularly to our co-workers who make up our strong and loyal organization, the fullest possible measure of prosperity.

A word to our co-workers. The *Review* is published regularly each month, chiefly for the members of our own organization, to provide a medium for the interchange of news between those of us who are at East Walpole and Norwood, at our Phillipsdale and Chicago plants, as well as at our Canadian plants, and our many salesmen throughout the country. We want to make every worker feel that he is a part of the organization, to increase his knowledge of the business, to help increase his interest and value to the concern, and to strengthen his confidence in it, to promote health, to urge safety first, to widen acquaintanceship, to encourage suggestions and study, and to acquaint all with the activities of our employee associations.

While still keeping its essential characteristics, we have tried to make this number sufficiently broad in scope to interest all of our readers, customers, stockholders and the many others with whom we do business. Because of space, many of our regular columns are omitted or reduced in amount.

We are always anxious to improve the *Review*, and, while we hope that you enjoy our Holiday issue, we shall appreciate your contributions and suggestions toward its improvement.

BIRD & SON CHRISTMAS REMEMBRANCES

Following the custom of the past few years, we are sending all Fellow Workers Christmas Greet ings and Best Wishes for the New Year, together with a Xmas Check to those who have been with us for one year or more, according to the length of service.

1 to 4 years inclusive	$ 5.00
5 to 9 years inclusive	10.00
10 to 14 years inclusive	15.00
15 to 19 years inclusive	20.00
20 to 24 years inclusive	25.00
25 to 29 years inclusive	30.00
30 to 34 years inclusive	35.00
35 to 39 years inclusive	40.00
40 to 44 years inclusive	45.00
45 to 49 years inclusive	50.00
65 to 69 years inclusive	70.00

Bird & Son, inc.

Library

CHRISTMAS GIFTS

"The best thing to give to your enemy is forgiveness; to an opponent, tolerance; to a friend, your heart; to your child, a good example; to a father, deference; to a mother, conduct that will make her proud of you; to yourself, respect; to all men, charity."—F. M. Balfour.

Our library shows an increase in its distribution of technical books, also those on general subjects during the year.

Added interest has been shown in the material in our clipping files which are being extended from time to time, largely through the suggestions of the readers of the magazines circulated in the different departments. Much up-to-date information has been acquired in this way and has proved of service when various problems have come up for investigation.

A good number of books on industrial and technical subjects has been added to the library, and lists are ready for distribution.

We hope to increase our circulation for the future and are always ready to consider the addition of books which we think may prove of real value in solving our problems. There has been a disposition to purchase books through the library and this it is very glad to execute. We trust that this is some indication that our family libraries are being increased in volume and that we appreciate the following words of a wise educator:

"Consider what you have in the smallest chosen library. A company of the wisest and wittiest men that could be picked out of all civil countries in a thousand years, have set in best order the results of their learning and wisdom."

GIRL SCOUTS

On Friday evening, November 23, Mrs. Arthur Mundy of Millis was guest of honor at the regular Scout meeting. Mrs. Mundy was Camp Director at the Senior Scout Camp at Gilmanton, N. H., which several of our Scouts attended this past summer and she was very much interested in seeing our Troop in action. Mrs. F. W. Bird, Mrs. John Broadley, Mrs. Frank Whitehead and Mrs. Mark Whitehead were guests, also. The regular program was followed with the exception that the instruction period was turned over to Mrs. Mundy, who gave a little talk and taught some songs and games. All had formed a wonderful idea of Mrs. Mundy, as the Camp girls had told us so much about her, and none were disappointed—Mrs. Mundy is a real Scout.

During the evening, the following Merit Badges were awarded by Mrs. Mundy:

Olga Anderson—Business Woman, Pioneer, Needlewoman, Cook.
Mary Coburn—Pioneer, Star Gazer.
Grace Broadley—Pioneer.
Muriel MacDonald—Needlewoman.
Captain Smith—Cook.
Gladys Anderson—Pioneer.
Arabelle Bridgham—Pioneer.
Bertha Broadley—Cook.
Blanch Collins—Cook, Pioneer.
Jean Phelan—Pioneer.

Mabel Dole has passed her Tenderfoot Test and Eleanor Whitehead has completed work on her Second Class Test.

On Tuesday evening, December 4, a Thanksgiving Party was held in the Club Room. Sarah Coburn, Catherine Geary and Jean Phelan were members of the committee in charge, and were assisted by Mary Coburn, Blanch Collins and Sophie Ceglarski. The party opened with a vaudeville show, the different "stunts" being put on by the members of the committee. Following this games and dancing were enjoyed, and refreshments were served. The committee in charge was given hearty thanks for the "best party ever."

HEALTH COLUMN

Shoes and Posture

Correct shoes are an aid to correct posture. Nature intended that we should stand with the feet nearly parallel. The strong walking posture is *toeing straight ahead.* This uses the full spring of the foot and results in the longest step. *Toeing out* throws the weight on the inner side of the foot, which rolls inward, giving a weaker spring and shorter, more waddling gait.

What is a Correct Foot-Form Shoe?

The correct shoe may be generally described as follows:

1. *A straight inner border.* Nature put the big toe on the inner side and made it straight.
2. *A long shoe,* with rounded toe, allowing room for all the toes to spread when the weight of the body is upon them.
3. *Broad low heel,* running well forward. This gives steadiness and acts as a shock absorber. Rubber helps.
4. *A flexible shank* gives the foot muscles normal freedom. Lacing should make the shoe grip the instep snugly.

Forget Your Number and Ask the Salesman to Fit Your Foot!

Of equal importance with a well shaped shoe is the correct fit. Manufacturers' numbers for sizes are not safe guides. Size numbers are measured from the heel to the widest point of the toes, and each increase in number is but a small fraction of an inch in length.

The intelligent shoe salesman can be trusted to give a correct fit, a suitable shoe for each individual.

Such a salesman will tell you—if you want a street shoe, for instance—that natural tan-colored shoes often are of better leather than black; he will consider your size and weight, suggesting a shoe suitable to you—whether you are a growing girl or a stout woman. It's a pretty safe rule to let him try on the shoes *he* thinks you should wear.

FRANCIS WILLIAM PARK
Walcott Avenue, East Walpole

During the last two months all the mud in the bottom of the pond in the park has been cleaned out and a coating of sand and gravel put all over the bottom of the pond, a new dam built to control the water of the pond, so that in future this pond will be a suitable place for the small children of the neighborhood to use as a wading and swimming pond.

The source of supply for the water in this pond has been gone over carefully to prevent any pollution entering the brooks leading into the pond and all efforts will be made in future to keep the water of the pond clean and pure so that in summer it will be suitable for bathing purposes.

THE MAKING OF NEPONSET PRODUCTS SHOWN IN MOVING PICTURES

Interesting Studies in Home Comfort and Economy

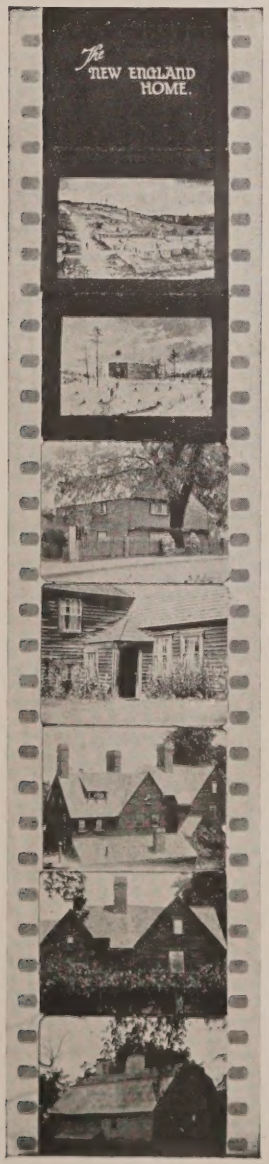
Down through the years the spirit of Progress has worked changing old customs and methods, calling forth men with ideas of invention and service to lighten the burdens of humankind and make living pleasant and comfortable.

Our contribution as roofers and makers of floor covering to the development of the American home from the primitive block house of our Puritan ancestors to the convenient and beautiful modern house of distinctive architecture is the theme of a motion picture recently made by the National Motion Picture Bureau. The early roofs of wooden shingles split by hand, later roofs of slate, durable and attractive but expensive, and, finally, roofs of today with slate-surfaced roofings are shown. Step by step, the making of our slate-surfaced shingles is followed, demonstrating our share in the progress that has been made in building here on the North Atlantic coast.

The making of felt base floor covering, that boon to busy housewives because of its long-wearing qualities and the ease with which it is kept clean, is also shown.

It gives us all a little thrill of pride to see graphically pictured the making of these products and helps us to realize how real and important is our work in the making and the maintaining of the comfort of the present day home.

These pictures will be shown throughout New England in selected theatres and additional opportunities will be given to every fellow-worker of Bird & Son to see it as well as to other groups and associations in other parts of the country.



THE NEW ENGLAND HOME.

The first scene is of a stockade, crude and primitive, built by the early New England settlers to withstand the attacks of the Indians.

The next an early fortress.

Then we have one of the first houses, the Fairbanks House in Dedham, built in 1636, which, like all old houses of this section, is noted for its simplicity and strength.

The entrance is particularly attractive.

Of the old houses, the House of the Seven Gables, Salem, the scene of Hawthorne's famous novel, is one of the most interesting.

The fascinating gables show up well against the green of the foliage. This unusual house was built in 1669 and is now used as a historical museum of early Colonial days.

The Saltonstall House, Ipswich, has a roof made of wooden shingles split by hand.

Gradually it became necessary to develop a new roofing that would supplant the wooden shingles which were a fire menace and slate which was so expensive as to be prohibitive except for the well-to-do.

At our Phillipsdale plant the process begins.

Rags, tied in bales, are lifted by a huge derrick into the

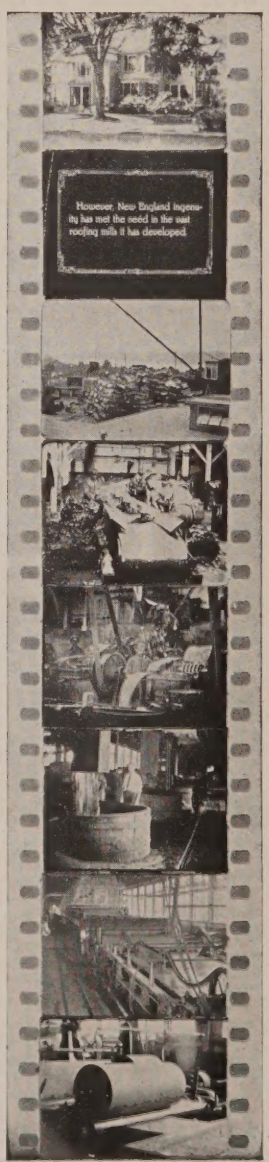
Sorting Room, where they are sorted and sent on the conveyor to the

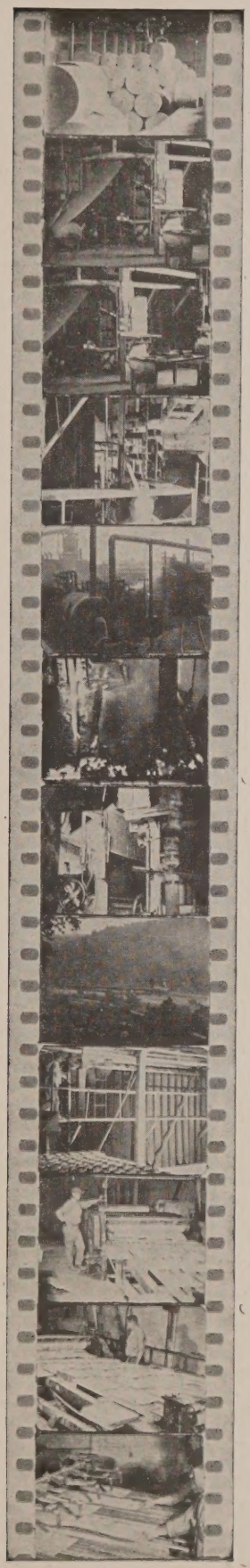
Cutters where the rags are cut into fine pieces and fed through a chute into the

Beaters, where they are beaten into a pulp, then refined, screened, and pumped to a

Felt-making machine where a continuous sheet is formed, passed over heated dryers and dried.

It is then wound on reels into large rolls ready to be shipped to the Norwood plants,





Or stored in the large warehouse.

At Norwood, the roll is put on the back end of the machine and fed over

Loops to the

Saturating section where the felt is thoroughly saturated with

Asphalt, which is prepared in specially constructed stills.

This felt is then given another coating of asphalt to make it thoroughly waterproof and is

Then surfaced with natural colored slate,

Which is crushed at quarries at Poultney, Vermont.

The surfaced felt is fed through loopers where it is cooled and then

Passes under a series of knives which cut it into shingles.

These shingles are thoroughly inspected, counted by machine,

Picked up and packed in bundles on a

Conveyor which carries it to the finishers.

Each bundle is carefully weighed,

And then is tied by wire with a hand machine

Which securely fastens the bundle ready for shipment to the dealer, or

For storage, with other roofings similarly made, until needed to fill orders.

Roofs for all types of houses are made here

From the modern mansion,

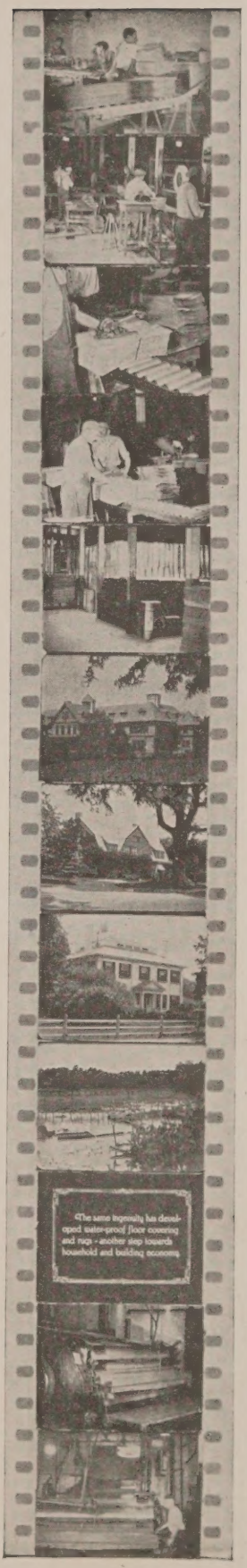
Which retains the beautiful and simple lines of the old Colonial houses, to

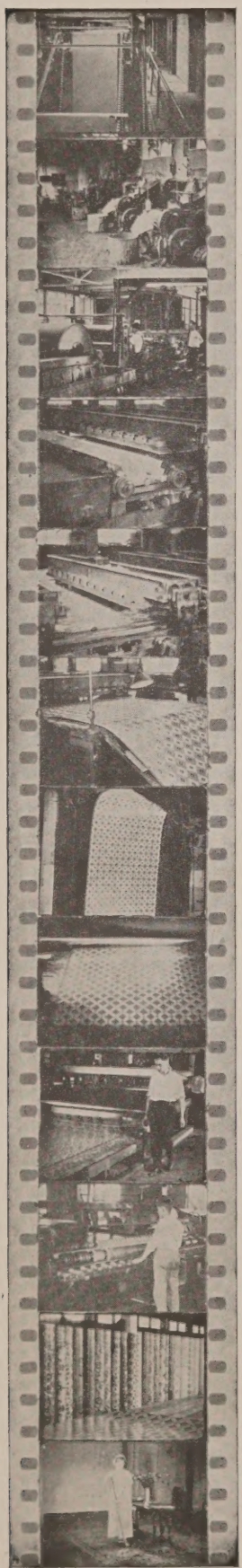
The farm buildings such as we see at the Duck Farm in Wrentham.

Floor covering, which plays an important part in the up-to-date home, is also made with a base of

Felt, thoroughly saturated with asphalt to make it waterproof.

This receives its first coating of heavy paint on the undercoat machine and is then fed into the





Hangers where two and one-half miles of floor covering are seasoned at one time.

A special paint is prepared for the top surface.

After seasoning, the undercoated material is run through an intricate machine which prints the patterns in various colors.

A series of wooden blocks travelling in paint boxes and

Descending in regular intervals on the felt

Prints the design.

The floor covering is then carried up into the ovens where it is thoroughly baked.

After baking, it is rolled onto tables and is cut into rugs or proper lengths for finishing.

All floor covering is carefully inspected for defects

And then rolled on tubes

Ready to be sent out to customers.

Modern waterproof floor covering with its cleanliness and complete sanitation is taking the place of the dusty carpet of the old days.
The daily care of her Bird Rug is no trouble at all.

On the quiet banks of the Neponset River this great industry was founded 129 years ago.

Little did its founder, George Bird, foresee the modern development of the roofing and floor covering industry, the machinery of which covers more than 1,000,000 sq. ft.

Parent plant at East Walpole.

Main office at East Walpole.

Felt mill at Phillipsdale, Rhode Island.

Roofing plant at Norwood.

Floor covering plant at Norwood, which has a capacity of 198,000 square yards of floor covering a week.

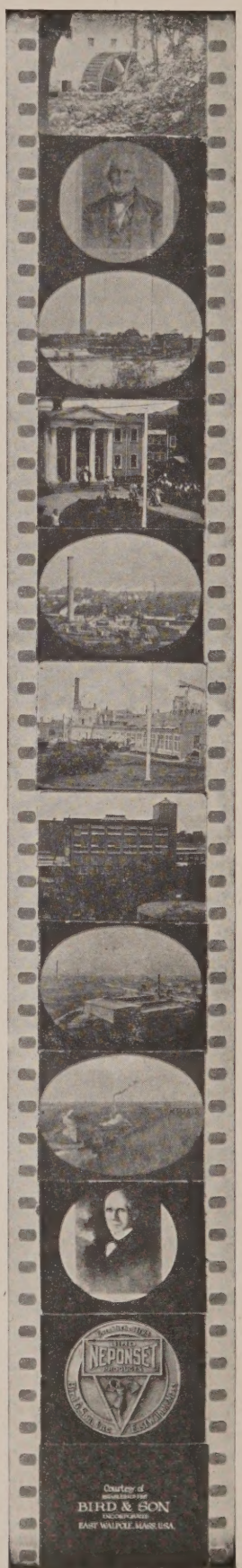
Roofing mills at Chicago, Illinois and Hamilton, Ontario.

Felt mill at Pont Rouge which supplies felt for Hamilton.

Charles S. Bird, of the third generation, to direct the concern.

Our trade mark which is our assurance to the customer that our products are the best we can make for them.

THE END.



PLANT NEWS

MAIN MILL

The other evening Harry Tower and Bill Quinn betook themselves to the Shriners' Circus, and, as it turned out, one or the other was fortunate or unfortunate enough to win a live duck, a very much alive duck, which protested vigorously and continuously against things in general and auto rides in particular all the way out from town. The inhabitants of Boston, Dedham, Westwood, Norwood and Walpole were waked from sleep by his loud and agonized cries. Bill tried to murder the creature but only succeeded in adding to its vocal powers. Hereafter, Harry and Bill will confine their chance-taking to inanimate objects.

Carl Shaier is official censor for all Herbert's telephone calls. If they are all O K, Herbert gets them; otherwise, Carl says, "Thumbs down," or rather, "Receiver up."

The Mill Office would appreciate translations of some of the orders they receive. The other day, John Dolan sent down for a "long-handled pint." Now what would that be, we ask you?

We were greatly shocked to hear of the death of Mrs. Mason, wife of Maurice Mason, assistant chemist here at the Main Mill, and extend to the bereaved family our sincere sympathy.

MAINTENANCE

We have all been looking for winter, but it has really slipped by and taken spring along with it and summer is here in full swing for Charlie Paine not only had his hair clipped all off but shaved off, too.

Departments EF and PL challenge any department or combine of two departments to a game of basket ball to be played in the Bird Club gymnasium.

Department EF challenges any department to a bowling match to be bowled on Norwood alleys only.

Wilbur Fay went hunting this year as usual down Maine but didn't have such good luck as before. He brought back no bear this time.

Andy Urquhart has been busy serving on the jury this month.

MAIN OFFICE

Mr. Tarr has been smiling a broad, expansive smile the past few days since the advent of Shirley Alma Tarr at his home.

We shall miss Miss Lumsden and Miss Regan from the Manufacturing Ledger corner. Miss Lumsden is planning to return to Canada and Miss Regan is leaving us in anticipation of her approaching marriage to Roger Whedon, a former employee.

Miss Chessman has been displaying a marked interest in matters domestic since the announcement of her engagement to Ira Marston of Wellesley.

THIS IS NEWS

On Sunday afternoon, December 9, Bill Hale, our genial and popular Eastern Sales Manager for the Building and Roofing Division, was married in New York to Miss Florence McNulty. We extend our sincere congratulations and wish the happy couple much future joy.

BUILDING AND ROOFING

Shorty Cave, FBV, has returned from a week's vacation filled with renewed vigor for his daily work.

Roy Packard, FBE, who has just gone through a serious operation at a Boston hospital, is once more at his regular work.

Some of our men visited the Safety Council meeting in Boston Tuesday evening, November 20, and obtained some valuable information on safety matters. These meetings are held every Tuesday evening and any employee is welcome.

When it comes to radio, Mr. Boothby of PBE can show what a home-made outfit will do. The other evening, we understand, he picked up South Boston and Chelsea.

J. B. Dimock, so long with FBM, has bought a gasoline station in Milford and moved his family there. However, Bert cannot get the same kind of hot air there that he could in FB Machine Shop.

It is surprising to find out what a large number of our employees own their own homes. Several of them are landlords. It shows that industry brings its own reward.

Charlie Hyyti has bought a farm on Gill Street, Walpole. A flivver and 25 chickens went with it, so Charlie will rattle in to work just the same.

Seavey and Bragg captured a mephitis mephitica, otherwise known as a skunk, the other night.

Milton R. Beasley of FBJ was married on November 15 and has taken an apartment in Norwood. Members of the laboratory presented him with an electric toaster.

We are glad to welcome Kenneth Potter who was transferred to PBL from FFF.

FLOOR COVERING

Congratulations to Bernard Bailey on the birth of a second daughter.

Jim Stowell is now foreman of the Floor Covering Finishing and Ben Sodergren is back in the office working at the planning end. We herewith hand both the glad mitt.

One recent day's production of finished rugs totaled within a few items of 20,000 sq. yds. and this is "not so dusty" to quote Conlin's favorite mot.

The fellows of FFN have two good *Safety Slogans*. Laugh at them if you will, but perhaps by laughing at them they will stick by you and make for safety.

Here they are:

"Watch my step." "Look out my eye."

Here is another one for FFN: "Open Eye."

Try and see around your job.

above

There is something *back* *in front* of it.

below

PHILLIPSDALE

Thomas O'Holleran, who has been with us for the past ten years as a fireman, decided a few months ago that he was tired of a fireman's life and was transferred to DPM. We are all glad to have Tom with us in DPM and hope that he will not get tired of us.

Charles Reilly, repair man in DPC, has moved into his new home. We wish you good luck, Charles, and hope that you will have good health to enjoy it.

We wonder if Herbert Chamberlain intends to buy a diamond this year. Tell us, Herb, and we will be quite content.

Memory is a wonderful thing to have, says Mrs. Horton. She left home the other morning at half past six and left the gas burning under the teapot. It would be burning yet if Lillian had not goaded her memory.

Keep your eye on Lillian Dufresne. We expect that she will be flashing a diamond most any day now.

WINDI-CITI-ITES

"The heavens can open and torrents fall,
Bird & Son's Roofing is best of all.
To all who ask
We can safely say—
Yes! we have no leaks today."

The above was written by Mrs. T. J. Boltz, a user of our roofing, to our dealer in Baton Rouge, The Darling Lbr. Co.

D. A. Chase of East Walpole visited the plant this week —but nary an alibi did we hear regarding the H–Y game.

"Arch" Downey spent Thanksgiving week in the East.

The Mill men listened to a very interesting talk by Capt. Fisher of the Liability Insurance Company on the prevention of and care of accidents last week. The tremendous losses occurring due to accidents surely left much food for thought in our minds.

Among the Built-Up Roof jobs of late was one of 200 squares on the new High School at Racine, Wis. This is Joe Miller's territory. Mr. L. L. Williams landed a 150 square job on the Chevrolet Sales Agency at Pontiac, Michigan. Jesse Tuscher added to his list with 150 squares for the Hydrox Company here in Chicago.

Frank MacDonald, who has been here from East Walpole studying "Western methods" of the Built-Up Roof game with E. A. Tuscher, feels he can write a small library on what he has seen and heard.

OLD TIMERS' ROLL CALL

Bird & Son, inc.

Twenty-Five to Forty-Seven Years Service Record

Charles S. Bird	January 1, 1877	President, Bird & Son, inc.
John H. Smith	May 14, 1878	Foreman, Yard, Main Mill
William P. Landy	September 3, 1878	Finisher, Finishing Mill
John M. Smith	April 9, 1879	Beaterman No. 3, Main Mill
Thomas P. Maguire	February 3, 1880	Foreman, Sorting Room
Maurice Ahearn	April 1, 1881	Pension Roll
John H. Maguire	October 12, 1882	Night Superintendent, Main Mill
James J. Geary	July 9, 1883	Machine Tender No. 5, Main Mill
Elmer H. Bartlett	July 25, 1885	Division Sales Manager, Main Office
Richard C. McCabe	August 14, 1885	Watchman, Main Mill
James E. Smith	August 17, 1885	Night Superintendent, Main Mill
Fannie Murphy	May 1, 1886	Inspector, No. 2 Box Factory
Aaron Rhoades	March 9, 1887	Pension Roll
George R. Wyman	March 17, 1887	General Manufacturing Manager, Bird & Son, inc.
Mary Friary	August 1, 1887	Packer, Building & Roofing Plant
Herbert D. Taylor	September 9, 1887	Pension Roll
Arthur Tillotson	June 1, 1888	Pension Roll
Rose Friary	February 1, 1888	Press Feeder, Printing Department
John Cullinane	October 26, 1889	Sub-Foreman, Sorting Room, Main Mill
John Hammerli	December 1, 1889	Night Superintendent, Phillipsdale, R. I.
August Hilderbrandt	December 25, 1889	Beaterman No. 3, Main Mill
Carl Schaier	February 6, 1890	Assistant Superintendent, Main Mill
Dennis Cullinane	May 14, 1890	Foreman Piper, Main Mill
Thomas Graney	July 8, 1890	Foreman, Cleaning & Oiling Dept., Main Mill
John Hennessey	November 18, 1890	Filters, Main Mill
John J. White	June 1, 1891	Inspector, No. 1 Box Factory
James Kivlin	March 20, 1892	Stock Clerk, Transfer, Main Mill
Martin King	July 14, 1892	Piper, Maintenance Dept., Main Mill
Georgie Brennan	February 10, 1893	Waxer, No. 2 Box Factory
Daniel Henderson	October 11, 1893	Clerk, Phillipsdale, R. I.
Michael Reardon	April 4, 1894	American Screw Operator, No. 2 Box Factory
Gus Hagman	July 1, 1894	Machinist, Maintenance Dept., Main Mill
James Hammond	July 14, 1894	Beaterman No. 2, Main Mill
Marshall Grant	November 10, 1894	Assistant Chief Engineer, Main Mill
Albert R. Jenkins	December 13, 1894	Stock Clerk, Floor Covering Plant
Thomas G. Henderson	December 14, 1894	Supt., Phillipsdale Plant, R. I.
Frank Fisher	April 3, 1895	Fire and Safety Inspector
Joseph Sousa	April 10, 1895	Pension Roll
Vitus Gleichauf	June 7, 1895	Engineer, C & D, Main Mill
Frank Murphy	August 19, 1895	Assistant Foreman, Finishing Mill
John Dower	October 1, 1895	Piper, Maintenance Dept., Main Mill
William F. Geary	July 1, 1896	Foreman, Finishing Mill
Hattie E. Willis	August 17, 1896	Order Clerk, Bldg. & Rfg. Sales
Andrew C. Urquhart	September 10, 1896	Foreman, Millwright Dept., Main Mill
Fred I. Plaisted	November 1, 1896	Steward, Brigade Room, Main Mill
Dan A. Jones	March 4, 1897	Machine Tender No. 3, Main Mill
John J. Linnehan	April 7, 1897	Machine Tender No. 5, Main Mill
George Doderer	April 17, 1897	Beaterman, No. 1 Main Mill
Annette B. Blaney	May 17, 1897	Librarian, Main Office
Andrew Walker	June 7, 1897	Beaterman No. 1, Main Mill
Charles T. Derry	October 12, 1897	Yard Department, Bldg. & Rfg. Plant
H. E. Davenport	January 1, 1898	Treasurer, Bird & Son, Ltd., Hamilton, Ont.
Emanuel Johnson	March 11, 1898	Shoe Carton Rotary, No. 2 Box Factory
Eric Anderson	July 2, 1898	Machinist, Maintenance Dept., Main Mill
Andrew Mannimon	July 28, 1898	Finisher, Building & Roofing Plant
L. L. Thompson	September 1, 1898	Southern District Manager, Building & Roofing Sales
Phillip R. Allen	September 15, 1898	Vice-President and Gen. Sales Mgr., Bird & Son, inc.
Florence E. Holmes	September 25, 1898	Cashier, Treasury Dept., Main Office

General George Washington's Thanksgiving Proclamation

Issued in Philadelphia, January Fifth, 1795

By Authority.

By The President

OF THE UNITED STATES OF AMERICA,

A Proclamation.

WHEN we review the calamities which afflict ſo many other Nations, the preſent condition of the *United States* affords much matter of conſolation and ſatisfaction. Our exemption hitherto from foreign war----an increaſing proſpect of the continuance of that exemption----the great degree of internal tranquillity we have enjoyed----the recent confirmation of that tranquillity, by the ſuppreſſion of an inſurrection which ſo wantonly threatened it----the happy courſe of our public affairs in general----the unexampled proſperity of all claſſes of our Citizens, are circumſtances which peculiarly mark our ſituation with indications of the Divine Benificence towards us. In ſuch a ſtate of things it is, in an eſpecial manner, our duty as a People, with devout reverence and affectionate gratitude, to acknowledge our many and great obligations to ALMIGHTY GOD, and to implore him to continue and confirm the bleſſings we experience.

Deeply penetrated with this ſentiment, I GEORGE WASHINGTON, Preſident of the United States, do recommend to all Religious Societies and Denominations, and to all Perſons whomſoever within the United States, to ſet apart and obſerve *THURSDAY* the *Nineteenth* day of *February* next, as a Day of PUBLIC THANKSGIVING and PRAYER; and on that Day to meet together, and render their ſincere and hearty thanks to the Great Ruler of Nations, for the manifold and ſignal mercies, which diſtinguiſh our lot as a nation; particularly for the poſſeſſion of Conſtitutions of Government, which unite, and by their union eſtabliſh liberty with order----for the preſervation of our Peace foreign and domeſtic----for the ſeaſonable controul which has been given to a ſpirit of diſorder, in the ſuppreſſion of the late Inſurrection----and generally, for the proſperous courſe of our affairs public and private; and at the ſame time, humbly and fervently to beſeech the Kind Author of theſe Bleſſings, graciouſly to proſong them to us----to imprint on our hearts a deep and ſolemn ſenſe of our obligations to Him for them----to teach us rightly to eſtimate their immenſe value----to preſerve us from the arrogance of proſperity, and from hazarding the advantages we enjoy by deluſive purſuits----to diſpoſe us to merit the continuance of his favours, by not abuſing them, by our gratitude for them, and by a correſpondent conduct as Citizens and as Men----to render this Country more and more a ſafe and propitious Aſylum for the unfortunate of other Countries ----to extend among us true and uſeful knowledge----to diffuſe and eſtablish habits of ſobriety, order, morality and piety; and finally, to impart all the bleſſings we poſſeſs, or aſk for ourſelves, to the whole Family of Mankind.

In Teſtimony Whereof, I have cauſed the SEAL *of the* UNITED STATES *of* AMERICA *to be affixed to theſe Preſents, and ſigned the ſame with my Hand. Done at the city of* PHILADELPHIA, *the firſt day of January, one thouſand ſeven hundred and ninety-five, and of the Independence of the United States of America the nineteenth.*

(L. S.)

G°: WASHINGTON.

By The Preſident----EDM: RANDOLPH.

This old document, now in the Boston Public Library, is very interesting from the standpoint of Bird & Son, inc., since it was issued the same year that George Bird founded our institution, 129 years ago.

Neponset Review

BIRD NEPONSET PRODUCTS

FEBRUARY 1924

VOL. XII. NO. II

THE LINCOLN MEMORIAL

AMERICA'S TRIBUTE TO THE MEMORY OF ITS MARTYR PRESIDENT

View of the Beautiful Marble Lincoln Memorial and its Reflecting Pool, Washington, D. C.

"It is a supreme satisfaction officially to accept on behalf of the Government this superb monument to the savior of this Republic. No official duty could be more welcome, no official function more pleasing. This memorial edifice is a noble tribute gratefully bestowed, and in its offering is the reverent heart of America, in its dedication is the consciousness of reverence and gratitude beautifully expressed.

Fifty-seven years ago this people gave from their ranks, sprung from their own fibre, this plain man holding their common ideals. They gave him first to service of the nation in the hour of peril, then to their pantheon of fame. With them and by them he is enshrined and exalted forever. Today American gratitude, love, and appreciation give to Abraham Lincoln this lone white temple, a pantheon for him alone."

(From President Harding's Address at Dedication of the Memorial.)

SUGGESTION COLUMN

1923—Grand Prize Winners

The Grand Prize Awards for 1923 have been made. Following are the winners:

Dominic Treventi, FBPM6—First Prize of $100.00.

Ruel G. Fulton, FBPM7—Second Prize of $50.00.

Adolph Ketty, FBPM1—Third Prize of $25.00.

DOMINIC TREVENTI
Winner of 1st Prize

It is interesting to note that all of these prizes went to the Roofing Machines. The standing of the various winners was very close, Mr. Treventi having seven accepted suggestions, Mr. Fulton six and Mr. Ketty five.

The Building & Roofing Plant has been the leader all the year in the number of accepted suggestions, ending up the year with over half of them to its credit. We do not like to make comparisons, but we do hope that another year will show some other plant nosing right up to FB and giving them a hard fight for the lead.

RUEL G. FULTON
Winner of 2nd Prize

As the meeting in December was held too late to list the winners of the regular Suggestion awards in the *Review*, we give them here:

Special Skids for Piling	H. L. Badger, PMN
Bird's Index Board	Georgia Brennen, FXE
Electric Switch in FXK for Heating Water	Nena Holmberg, FXK
Brush for Cartridge Paper	Charles Knaus, DMP
Platform in Front of Bird Screen	H. LeClair, FXF
Protective Plate for Elevator Weight Pockets	H. S. MacKenzie, EMW
Supporting Table for Power Saw at EMW	H. S. MacKenzie, EMW
Carrying Rolls on Wood Planer	W. MacLauchlan, FBM
Use of Waste Tie Wires for Welding Purposes	D. Treventi, FBP
Improvement on Winder of FBPM6	D. Treventi, FBP
Drain Valve on Oil Burner	D. Treventi, FBP
Splash Guard on Coating Section of FBPM6	D. Treventi, FBP
Vise in Electric Jitney Garage at FB	John H. White, FBM
Protect and Strengthen Head of Ten-Ton Elevator Cage at FB	John H. White, FBM

At the meeting held in January, the following suggestions were accepted:

Improved Method of Removing Waste on FF Heads Cut on FXWM31	H. L. Badger, PMN
Rungs on Post under Hole Where Felt is Dropped in SF4	John Coroski, FBT
Cooling of Stuffing Boxes on Jordans	L. M. Crooker, EMW
Revolving Piece in Finishing Table	E. Domicelli, FBF
Move Light between Screens and Put Wire in Pipe Line	Walter Gill, DPP
Slot in Spline to Fit into Boss	L. E. Howard, DPH
Saving in Time Loading 110" Felt	L. E. Howard, DPH
Ball Bearings on Tachometer	G. E. Hagman, EMM
Clamp Return on No. 1 Table, Finishing Room	W. M. Johnson, FFF
Automatic Trap Door on Waste Chute	W. J. Koch, FXF
Renewable Fingers for Baker Truck Controllers	H. R. Miller, FBE
Removal of Steps—DM6	William Morrissey, EMY
Guard at Bevel Gears at No. 2 Machine Winder Drive	Herman Nordstrom, DMP
Put Guard on FBMX9	John H. White, FBM

The 1924 suggestions are not coming in so fast as we should like to see them. Don't forget the new special prizes for the best suggestions accepted in 1924. *Now* is the time to start trying for one of them. Remember—"It's the early bird that gets the worm," and we should like to add, "the bird that wants it badly enough to go after it."

ADOLPH KETTY
Winner of 3rd Prize

CREDIT UNION

I was particularly impressed with the value of the Neponset Credit Union during the recent holiday season. There is probably no time in all the year that we feel the lack of ready money so keenly as at Christmas time, when our hearts warm toward our friends and loved ones and when we want to give them some token of our affection. To have this generous desire and no money often takes the *Merry* out of Christmas and the *Happy* out of the New Year. The value of the Credit Union savings plan came home to me directly as I noted the pleasure that withdrawing money of their own gave those fellows with forethought enough to start in early and build up a Christmas surplus.

If YOU want some real holiday happiness next winter, start in now and save something each and every week.

—H. E. R.

WANTED

Tool Box, with or without tools. Will pay cash for good box. Write, giving size and description and price asked.

Box G—Neponset Review.

FOR SALE

Solid Mahogany Gate Leg Table. 54 inch top. Used three years. Good Condition. Can be seen at The Hermitage.

FLOOR COVERING HAS BEST SAFETY RECORD FOR 1923

EM & ER Win Banner for December

From third place in 1922, the Floor Covering Plant advanced to first in 1923. They had a good many accidents, but most of them were minor and meant few days lost time. EM had by far the lowest number of accidents, but several of these caused considerable lost time.

Standing for 1923

Dept.	No. of Emp.	Accidents	Days Lost	Standing
FF	222	22	183	.652
EM and ER	158	9	361	.349
FX 1 and 2	231	22	621	.194
DM	258	28	810	.190
FB	240	45	640	.054

December Record

In spite of the hazardous nature of the work, EM & ER continue to have an excellent record. For six months in 1923, three of them consecutive, they presented a clean slate and finished with flying colors.

Gradually, the Building & Roofing Plant is climbing to the top of the list. This month they have only one accident charged against them, and that was due to the incorrect handling of material.

The other divisions hold the same relative positions that they have held during the year, but the indications are that 1924 will find the race closer than it has ever been before.

Standing for December

Dept.	No. of Emp.	Accidents	Days Lost	Standing
EM and ER	158	0	0	1.000
FF	274	2	3	.976
FB	238	1	13	.959
DM, DF, DV	258	2	12	.954
FX 1 and 2	231	4	39	.907

We are all proud of a No-Accident record. Our 1924 resolve: *We are going to be proud of our* 1924 *record.*

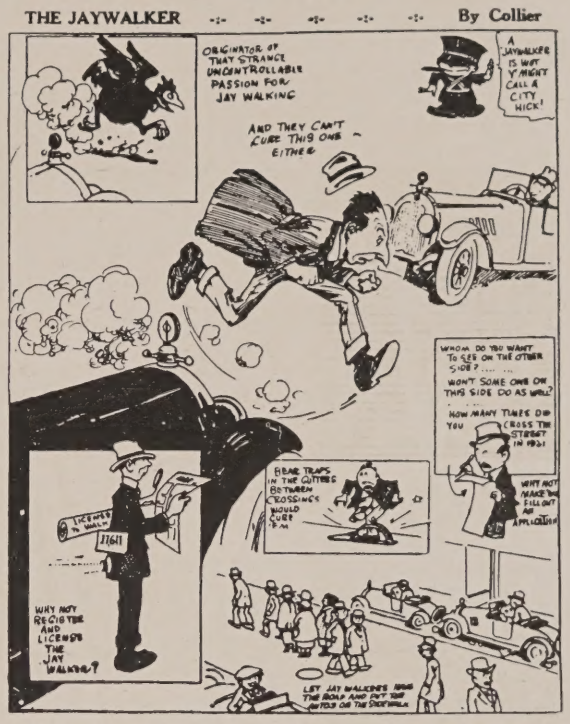
—Safety Committee.

"A LAW FOR THE JAY-WALKER"

By Lewis A. DeBlois, President of the National Safety Council

Take a pack of cards, shuffle them, lay them face down on the table and draw the ace of spades. The chances are fifty-one to one against success. If you repeat the operation a great number of times you will draw other cards fifty-one times as often as the ace of spades. This follows a mathematical law, called "the law of probabilities" to which there are no exceptions. You *may* draw the ace on the first attempt; if so you will call it "luck." However, it is not luck; it follows the law of probabilities. Repeated attempts, a sufficient number of them, will prove it.

Accidents (with the possible exception of catastrophes caused by such natural phenomena as earthquakes, tornadoes, lightning, etc.) do not just "happen" but are "caused" by combinations of circumstances. These combinations are not controlled by luck but follow the law of probabilities. It is not luck, for example, that permits me to step out from behind a trolley car and escape injury from an automobile coming in the opposite direction; it is merely that the necessary combination of circumstances has not yet been completed. Under the law of probabilities, if I continue to repeat the performance, the missing circumstance will some day make its appearance—it may be a


THE JAYWALKER
By Collier
ORIGINATOR OF THAT STRANGE UNCONTROLLABLE PASSION FOR JAY WALKING
AND THEY CAN'T CURE THIS ONE EITHER
A JAYWALKER IS WHAT YMIGHT CALL A CITY HICK!
WHOM DO YOU WANT TO SEE ON THE OTHER SIDE? ..... WON'T SOME ONE ON THIS SIDE DO AS WELL?
HOW MANY TIMES DID YOU CROSS THE STREET IN 1921
WHY NOT MAKE THE FILLING AN APPLICATION
BEAR TRAPS IN THE GUTTERS BETWEEN CROSSINGS WOULD CURE 'EM
LICENSED TO WALK
WHY NOT REGISTER AND LICENSE THE JAY WALKER?
LET JAY WALKERS WALK THE DOGS AND PUT THE AUTOS ON THE SIDEWALK

mere particle of dust blown into my eyes or a stumble due to re-soled shoes or some other trivial happening—but it completes the combination and I have lost the gamble in which I staked my life against an infallible "system." Like any other gambler I believed in "my luck."

There is just one way to beat the game—*don't play it.* Give up taking chances with your life and you will have no cause to complain of your "luck." Thousands have already learned this, but thousands more will learn it too late. Don't be one of them.

AUTOMOBILE OWNERS WARNED

Automobile owners are again warned by the Bureau of Mines against carbon monoxide. With the coming of winter, the warning reads, it is imperative to guard against the deadly hazard which may be encountered when automobile engines are permitted to run in closed garages. The bureau is emphatic on the extremely poisonous properties of carbon monoxide gas, which is one of the products formed when gasoline is burned in an automobile engine.

Four-tenths of one per cent of carbon monoxide, that is four parts per 1,000, will kill an ordinary man in one hour, and a higher concentration will prove fatal in a much shorter time, says the bureau.

"It is a common practice among motorists on cold days to allow the engine to idle for five or ten minutes before leaving the garage in order to warm up the oil and cooling water. This is an extremely dangerous practice and cases are reported frequently where the driver is found dead at the wheel. If it is desired to warm up the engine, all windows and doors should be opened, or better still, the car should be driven into the open air where the toxic exhaust gases are quickly dissipated."

Difficulties from within are more difficult to meet than an alien enemy.

—President Harding.

TWENTY-THIRD ANNUAL MEETING

EMPLOYEES' MUTUAL BENEFIT AASOCIATION

M. J. Hawkins elected President

On Tuesday evening, January 8th, the twenty-third annual meeting of Bird & Son, inc. Employees' Mutual Benefit Association was held in Bird Hall.

After the meeting had been called to order by the President, Russell L. Tupper, the minutes of the last annual meeting were read and accepted. Treasurer John J. Linnehan read his report which showed the Association to be in excellent financial condition.

Secretary D. J. Cullinane's report was also gratifying. January 1st, 1923, there were 1162 members; 521 joined during the year; 275 left; leaving a total membership of 1408, or an increase of 246 members.

Charman Edward J. Geraghty, reporting for the Investigating Committee, stated that 258 cases had been investigated, 217 of whom received benefit.

The Executive Committee reported that the matter of increasing dues and larger benefits had been given considerable study. Through the *Review* the committee had asked for an expression of opinion from all members. Following this request and from personal talks with members the sentiment has seemed to be for increased life insurance and was so reported.

As there was a fairly representative number present, the committee asked for further suggestions or an expression of the wishes of the members. Several members spoke on the subject. The general opinion was that one of the plans outlined by the committee would be acceptable if possible to carry it out.

This plan called for the following changes.

Have all members divided into two classes, namely:—

Class A—Persons whose weekly salary is $20.00 and under, who shall receive $9.00 per week sickness benefit; dues seventy cents per month.

Class B—Persons whose weekly salary is over $20.00, who shall receive $12.00 per week sickness benefit; dues eighty cents per month.

Members of both classes to receive life insurance according to the following schedule:—

Membership

If employed less than one year, $200.

If employed more than 1 year and less than 2 years, $400.

If employed more than 2 years and less than 3 years, $600.

If employed more than 3 years and less than 4 years, $800.

If employed more than 4 years, $1000.

The report was accepted as one of progress and the committee was instructed to continue its investigation and make recommendations to the Association.

The meeting then proceeded to the election of officers for 1924 with the following result:

President, Michael J. Hawkins.
Vice-President, John J. Curran.
Secretary, Dennis J. Cullinane.
Treasurer, John J. Linnehan.

Investigating Committee: Miss Margaret R. Leavitt, R. N., Edward J. Geraghty, John Sword, John F. Dower, John J. Burke.

Nominating Committee: H. H. Miller, F. B. Duncan, W. F. Geary.

A rising vote of thanks was extended to Bird & Son, inc., for the financial support and cooperation received during the year and to the retiring officers and committee members.

Year ending December 31, 1923

Receipts

Bank balance, January 1, 1923	$ 2,299.79
Dues paid by members	8,595.30
Bird & Son, inc.	8,595.30
Dividends on insurance premiums	1,654.04
Interest and dividends on investments	530.61
Entrance fees	521.00
Refund on life insurance	200.00
Refund on sick benefits	85.73
Interest on deposits	45.59
Refund on insurance premiums	9.00
Outstanding check credited back	35.86
	$22,572.22

Expenditures

Sick benefits	$10,678.61
Physicians' fees	3,506.08
Insurance premiums	3,365.02
Whitman Co-operative Bank, six shares	1,174.32
Five shares Norwood Co-operative Bank	1,005.10
Ill. Bell Tel. Co. bond	955.25
T. O. Metcalf lit. cks.	67.50
Salary of officers	375.00
Refund of life insurance	200.00
Bird & Son, inc. printing and supplies	33.88
Premium on treas. bond	5.00
Rent of Bird hall for annual meeting	6.00
Rent of safe deposit box	5.00
Refund of dues	5.50
Chicago death benefit	100.00
Bank balance December 31, 1923	1,089.96
	$22,572.22

Net assets December 31, 1922	$10,102.79
Net assets December 31, 1923	12,075.96
Increase	1,973.17
Total assets	$12,075.96
Dec. 31, 1922 membership	1162
Dec. 31, 1923 membership	1408
Increase	246

John J. Linnehan, Treasurer.
B. D. Rogers. Fin. Secretary.

E. M. B. A. PHILLIPSDALE BRANCH.

January 9th, the annual meeting of the Phillipsdale branch of the Benefit Association was held. The reports showed a membership of 91 at the close of the year, a total of $668.60 received in dues and entrance fees. It was the feeling that the advantages of membership should be placed before every one in the organization and that a goal of 100 per cent membership for 1924 was to be set.

The following officers were elected:

Executive Committee: T. G. Henderson, R. Salisbury, F. Christie.

Investigating Committee: H. Holter, H. Nolan, J. Casey G. Madden, A. Carlson.

Nominating Committee: W. Banks, W. Gill, J. Nolan.

Delegates to East Walpole: D. S. Lowry, L. Allen.

BIRD REPRESENTATIVE TALKS TO LUMBER TRADE CLUB OF BOSTON

On Monday evening, December 17, a banquet and very interesting meeting was held by the Lumber Trade Club of Greater Boston, at the University Club, Boston, Mass. This was the first meeting to which the salesmen of the lumber dealers were invited and it was largely attended. The speakers were Mr. J. Edw. Downes of the Downes Lumber Company, who gave a very interesting and instructive talk, Mr. Morse of Blacker & Shepard, who gave a list of "Don'ts" that could be followed out in any walk of life, and Mr. W. E. Hale, Eastern Sales Manager of Bird & Son, inc.

Mr. Hale, in his address, stated that salesmanship came into existence with the birth of trade. He then gave a brief outline of the history of trade and salesmanship in this country, following which he talked on the ethics of salesmanship and concluded his remarks on the ethics of merchandising.

Mr. Hale stated that the first factory operated in this country was started in Pawtucket, R. I., in the year 1790, by an Englishman named "Slater." He reviewed the difficulties with which the manufacturer of that time had to contend on account of lack of proper transportation facilities and compared transportation, which is really the life of trade, in fact the life of the nation, with transportation conditions today. At that time there was in existence an overland road from Boston through New York to Philadelphia and it took 10 days to make the trip, whereas the same trip can be made today in 5 hours to New York and two additional hours to Philadelphia. At that time it took a man two months to travel from New York City to the frontier posts on the Mississippi River, whereas the journey can now be made in a day and a half. Mr. Hale said that no man in that period had vision enough to foresee future conditions as they would actually exist 125 to 150 years later. Even the keen mind of Thomas Jefferson failed to visualize the exact situation because he said it would take a thousand years to fill up the territory west of the Alleghenies to the Mississippi River.

In comparing the conditions which existed in the early period of the history of this country, Mr. Hale quoted figures showing that there were moved by the railroads of this country in the first 44 weeks of the past year, 343,746,799,000 net ton miles of revenue and non-revenue freight and that in the same period over 42 million carloads of freight were moved—an increase of 6½ million cars over the same period in the previous year. These facts were brought out to show the growth of trade.

Mr. Hale then discussed whether or not salesmanship had developed proportionately with other important things and in the course of his remarks proved that salesmanship *had* developed proportionately.

Mr. Hale concluded his address by a few remarks on the ethics of merchandising and stressed the fact that unless good, sound, merchandising policies were adopted and carried out, there can be no such thing as good salesmanship. He emphasized the fact that real prosperity depends more than anything else on the volume of useful goods produced and sold.

Mr. Hale was given a rising vote of thanks for his address and responded by saying that he hoped every salesman present who wanted to learn how roofing was made would visit the Bird & Son, inc. plants at East Walpole and he promised that under no consideration would any one connected with Bird & Son attempt to win them away from the roofing products they are now selling.

MEMBERS OF LUMBER TRADE CLUB VISIT OUR PLANTS

About sixty salesmen and representatives of members of the Lumber Trade Club, located in the vicinity of Boston, were entertained at our mills, both East Walpole and Norwood, Saturday, January 5. The visitors arrived early in the forenoon, making the trip from Boston in special busses chartered for the occasion.

They first visited the Floor Covering Mill where Mr. Lines and Mr. Wight with the help of G. B. Sodergren, Edward Conlin, J. F. Maguire, and H. C. Knight as guides gave them a very complete and thorough trip through the whole plant from start to finish. The smooth running new machine and the speed and efficiency of the new finishing room were particularly impressive to our visitors.

From there the party journeyed to the Roofing Mill, which was, of course, the thing in which they were principally interested. Mr. Chamberlain, George Smith, Frank Bassett, and Henry Morgan each took groups of the visitors around showing them the asphalt stills, roofing machines, as well as the immense storage and shipping

facilities. The visitors expressed much satisfaction in the clean-cut way in which the manufacture of roofing was explained to them and all left with a better understanding of the composition, and characteristics of these products.

Shortly after 12 o'clock a luncheon was served in our lunchroom in the Box Shop. A few words of welcome were offered by Mr. Bailey, and at the conclusion of the luncheon Mr. Hale introduced Mr. Walter Henderson, of the W. H. Harlow & Sons, Hyde Park, who is an entertainer of repute. Mr. Henderson responded with well rendered and well appreciated selections from Harry Lauder, and other tidbits from his enviable repertoire. Mr. Miller followed him with a few remarks and a bit of appropriate verse, all of which was well received.

Under the guidance of Mr. S. W. Smith and Mr. C. W. Conrad the party spent the better part of the afternoon going through the Paper Mill, Box Shop and Power Plant. In order to avoid confusion the visitors were split up into groups of ten and these groups were piloted through the mills by J. B. Maguire, Carl Schaier, John Burke, Ralph Wilkins, W. S. Boynton, D. E. Merrill, and W. J. Quinn.

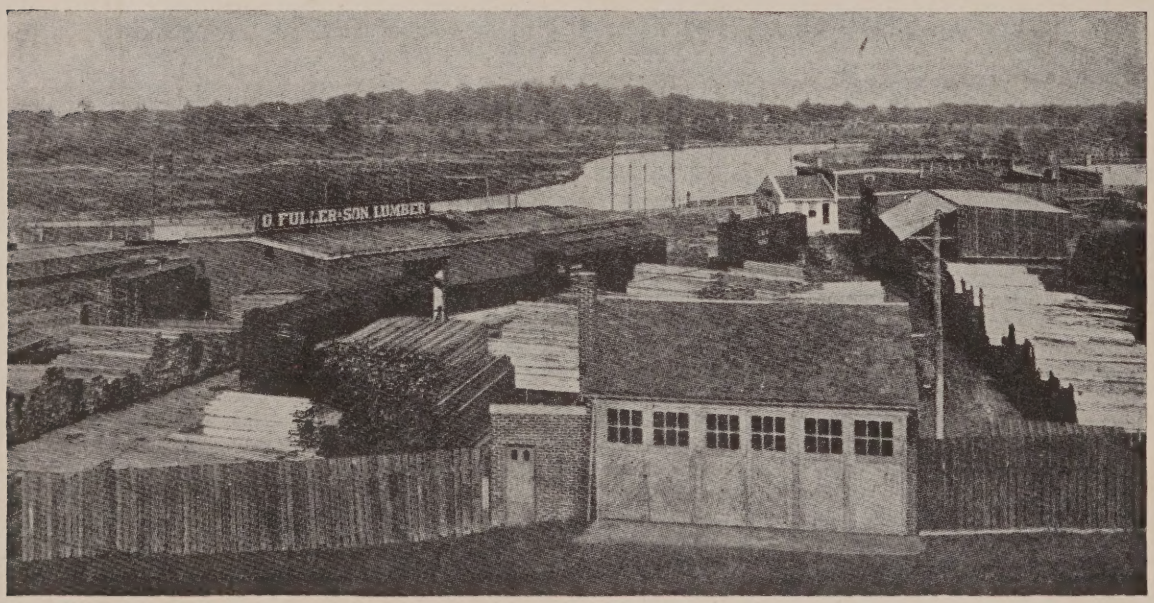
Throughout the day the party was accompanied not only by the guides mentioned at the different mills but also Messrs. Bailey, Hale, Donnelly, Sline, Towle, Traudt, MacDonald, and Johnson of the sales forces.

Somewhat weary from a seemingly unending trip through our mills, but at the same time full of enthusiasm and interest in what they had seen, our guests returned homeward in the latter part of the afternoon. They were very appreciative of the opportunity to make this visit and also of the way in which the guides explained things to them in the different mills, and made them feel at home.

Representatives of the following lumber companies were present: Pope & Cottle Co., Chelsea; Barney & Carey Co., Dorchester; Starrett-Fields Inc., Dorchester; W. H. Harlow & Sons, Hyde Park; Lexington Lumber Co., Lexington; Wm. Curtis Sons Co., Mattapan; A. T. Stearns Lumber Co., Neponset; M. Frank Lucas Co., West Newton; Malden City Lumber Co., Malden; Pope Lumber Co., W. Roxbury; Rhines Lumber Co., Weymouth; Mathews Lumber Co., Somerville; G. W. Blanchard & Co., Arlington; Arlington Coal & Lumber Co., Arlington Heights; Bay State Lumber Co., Boston; Blacker & Shepard Co., Boston; Cronin Lumber Co., Boston; Downes Lumber Co., Boston; Curtis & Pope Lumber Co., Boston; Rogan Lumber Co., Boston; G. Fuller & Son Lumber Co., Brighton; E. S. Sawyer Lumber Co., Cambridge; Dix Lumber Co., North Cambridge.

"A BIRD BOOSTER"

This month, it is our privilege to print a sketch of the business development of one of our good dealers, G. Fuller & Son Lumber Co., of Brighton, Mass. This firm has been selling our line of Building Products for the past 18 years and it is a great satisfaction to us to number such an old and reliable concern among our Neponset dealers.



George H. Fuller & Son Lumber Co., Brighton, Mass.

The firm was established in Brighton in 1847 by Granville Fuller. It was then known as Herrick & Fuller, but was soon changed to G. Fuller & Company. It remained under this name until 1860 when it was changed to G. Fuller & Son, and in December, 1923, the business was incorporated and the title changed to G. Fuller & Son Lumber Co.

The concern has always remained in the hands of the Fullers, the proprietors being in succession Granville Fuller, Granville A. Fuller, and Will S. Fuller, the present owner. These men have all also been interested in outside activities, taking part in church, bank and community affairs from time to time.

The business has been largely that of handling building lumber although in keeping with the times additions of substitutes for lumber and building materials were made in later years. In the early days all lumber was received in vessels which came up the Charles River. In 1902, the yard moved across the street and since then all lumber and material have been shipped to us by rail.

It is interesting to note the change in the method of delivery. At first horses and teams with occasionally a yoke of oxen were employed, but now, of course, all transportation is done by trucks. Loaders, or "idlers," as they are sometimes termed, and conveyors are used to facilitate prompt shipment.

The policy of the *owners* has always been to handle quality goods and render first class service. This has enabled the business to grow until now it is supplying carpenters, builders, and factories all over Greater Boston.

The first asphalt shingle we carried was the American Twin shingle manufactured by Bird & Son, inc. Since then we have carried the Neponset Twin and Proslate brands manufactured by the same house. We have always been very much pleased with these shingles and shall continue to use them as our trade is increasing year by year.

FLOOR COVERING SALES MEET-UP.

The Annual Floor Covering Sales Meet-up was held on January 2nd, 3rd, and 4th, beginning with an informal dinner in Boston at the Hotel Lenox, Wednesday evening, January 2nd.

After dinner there was a short review of 1923 and then the meeting was thrown open for general discussion. Several valuable points were brought out dealing with different methods of overcoming objections advanced by buyers.

Thursday morning was devoted to a tour of the Floor Covering, Roofing and Paper Mills. Informal luncheon was held at the Bird Club after which there were short talks by Mr. C. S. Bird, Mr. P. R. Allen, Mr. G. R. Wyman, Mr. H. H. Miller, and Mr. E. H. Bartlett. In the evening there was a supper for both manufacturing and sales departments, at which time the different aspects of production processes were explained to the salesmen.

Friday was entirely devoted to a business meeting at the Hotel Lenox. The Meet-up ended with a dinner that evening followed by a theatre party.

Notwithstanding the necessity of an unusually large increase which faces the Floor Covering Department this year, all the men expressed enthusiasm for the new products and confidence in their ability to greatly increase their sales in 1924. The Meet-up this year was particularly worth while in that it brought a number of salesmen to East Walpole for the first time and gave them an opportunity of becoming personally acquainted with other members of the organization.

FLOOR COVERING DIVISION—RESULTS FOR 1923

Sales in the Eastern Division in 1923 exceeded 1922 by over 25 per cent, which was the task we had set out to perform at the beginning of the year.

The percentage of Rug Sales was not as high as it must be in 1924 to take care of the increased rug production. The encouraging part, however, was that the percentage increased in practically all territories toward the end of the year.

The sales of all men exceeded sales in corresponding territories in 1922.

The following men exceeded this 1923 quota: Messrs. Covert, Cocke, Cunningham, Feeley, Hayden, Hutchinson, Lane, Maraist, Murphy, Shannon, Weber, Wrenn.

We cannot compare results for 1923 with the task ahead of us this year. In 1924 each man must sell approximately 75 per cent more than was sold in his territory in 1923.

OUR SHINGLES REACH HIGH ALTITUDE

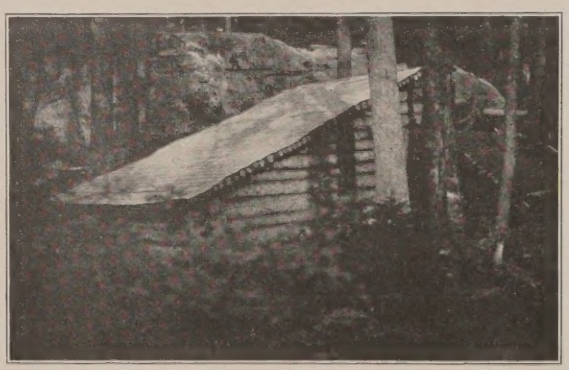
Every day we hear of our roofings being used in unusual ways and in unusual places. The following interesting letter tells of finding Bird's shingles in a particularly unexpected spot, 3150 feet above sea level:

F. W. Bird & Sons,
East Walpole, Mass.

Dear Sirs:

In tramping from peak to peak in the White Mountains this summer, I noticed that Camp Shag on Paugus Mountain (altitude 3150 ft.) has been covered recently with your Twin shingles. They are yours because the wrappers or pasteboard covers bearing your name were lying in the little woodshed at the right of photo. I took the accompanying photo (under hard conditions) because of the strangeness of finding them at that altitude so far from any habitation.

Ordinarily on such shelters wooden shingles are used, but as the roof is of spruce poles, it being impossible to carry boards up the trail, the wooden shingles crack on the uneven surface. These

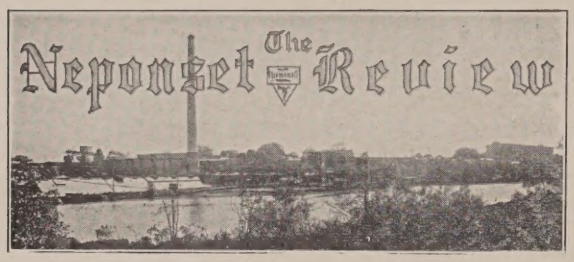


shingles of yours had to be carried on the backs of men, many miles over a hard trail of tangled roots and ledge. Wooden shingles are impracticable, roll roofing won't stand the test of wind and falling branches, but it looks as if they had something now.

The cut where the camp is located is filled with snow in winter and at no time is in bright sunlight.

The roof was put on by the Chocoura Mountain Club.

Yours truly,
(Signed) C. Ernest Walker.



Vol. XII. FEBRUARY 1924 No. 2

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Editor and Publisher, B. D. Rogers

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The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

"I do the very best I know how—the very best I can; and I mean to keep doing so until the end. If the end brings me out all right, what is said against me won't amount to anything; if the end brings me out wrong, ten thousand angels swearing that I was right would make no difference."

—Abraham Lincoln

"GOOD CITIZENSHIP"

It has been written—"The measure of a man's citizenship is the way he upholds the law he does not like."

The following is quoted from an address by Lincoln to the Young Men's Lyceum of Springfield, Illinois, on January 27, 1837, when Lincoln was 27 years old:

"Let every American, every lover of liberty, every well-wisher to his posterity, swear by the blood of the revolution never to violate in the least particular the laws of the country, and never to tolerate the violation by others. As the patriots of '76 did to the support of the declaration of independence, so to the support of the constitution and laws let every American pledge his life, his property and his sacred honor. Let every man remember that to violate the law is to trample on the blood of his father, and to tear the charter of his own and his children's liberty. Let reverence for the laws be breathed by every American mother to the lisping babe that prattles on her lap; let it be taught in schools, in seminaries and in colleges: let it be written in primers, spelling books and almanacs; let it be preached from the pulpit, proclaimed in legislative halls and enforced in courts of justice."

The desire of citizens and officials in many places to "clean up" the city and get rid of the crooks, gamblers, hold-up men and other law violaters in general, such as has happened in Philadelphia during the past few weeks, makes these words from Abraham Lincoln very fitting for every citizen to take home to himself and ask the questions: Am I a good citizen? Do I uphold the laws of our country?

A LITTLE THINKLET ON LOYALTY

If you will turn to your dictionary (and by the way, turning to your dictionary is not a half bad habit to get into) you will find that loyalty means "being constant and faithful."

The very ground upon which you walk is firm beneath your feet from the fact that every particle of the substance of which it is composed is constant and faithful in its allegiance to every other particle, and to the general laws by which each particle is associated with every other particle.

You build your house on a knoll upon a foundation of rock sunk to hardpan, and you may be sure that it will stand beyond peradventure.

You reach for the salt at dinner that it may make your food taste just right. It does what you expect of it for no other reason than that salt is salt ever and always.

A loyal friend is one who is just the same behind your back as he is to your face, one upon whom you may depend through thick and thin. He is constant and faithful.

When I think of a great business like ours, it seems to me that no other human trait is more necessary, and hence more in demand, than loyalty. It is true that some men in our organization must have executive ability, others driving power, others the command of language, others quick perception, still others technical knowledge, skill, long experience, good eyesight, nimble fingers, or a strong back; but each of these traits is enhanced—yes, veritably magnified many fold—by loyalty. There is a constant search being made for people who can be trusted to fill all sorts of positions, by our own and other organizations.

The man who is loyal, who is constant and faithful, who can be trusted when the boss is away, is the man the boss "cottons" to. He is sure of a job, and contentment is his, while on the other hand, the man who has to be watched has the skids under him. He is shifty and careless and is usually looking for a job through good times or bad.

—H. E. R.

I extend pity to no man because he has to work. If he is worth his salt, he will work. I envy the man who has a work worth doing and does it well. There never has been devised, and there never will be devised, any law which will enable a man to succeed save by the exercise of those qualities which have always been the prerequisites of success, the qualities of hard work, of keen intelligence, of unflinching will.

—Theodore Roosevelt.

HEALTH COLUMN

It is not work that kills men; it is worry. Work is healthy; you can hardly put more upon a man than he can bear. Worry is rust upon the blade. It is not the revolution that destroys the machinery, but the friction.

—Henry W. Beecher.

Rest—Sleep—A Universal Cure-All

The greatest medicine in the world is sleep. The next best curative and restorative—general tonic, in fact—is to lie flat on your back and relax.

Some of our great men like to boast that they sleep only a few hours at night. That's because they don't need more sleep, their endocrine glands function unusually well; their general bodily recuperative powers are rapid; in a few hours they, in effect, recharge their batteries as much as the average person does in eight hours.

Most people need eight hours sleep. Many of us need more. And a lot of maladies, especially common colds and nervous ailments, are largely due to getting less sleep than is needed.

When you feel drowsy nature is trying to tell you that your nerve cells have burned up their available fuel and become clogged with "ashes"—waste products and poisons that can be eliminated only when the body relaxes in slumber.

Every mechanic knows that machinery has to have regular periods of rest. Run it night and day, and it wears out prematurely—the hours of its "life" or activity are decreased. So with the body.

The worst investment in the world is a cheap, uncomfortable bed.

In winter we need an hour's more sleep than in summer. Try the super-medicine, sleep or relaxing in bed without losing consciousness when you are out-of-sorts with a cold or other ailment. It's the closest to a cure-all yet discovered.

POWER OF TRUTH

I am sure the mass of citizens in these United States mean well, and I firmly believe they will always act well, whenever they can obtain a right understanding of matters. But in some parts of the Union, where the sentiments of their delegates and leaders are adverse to the Government, and great pains are taken to inculcate a belief that their rights are assailed and their liberties endangered, it is not easy to accomplish this, especially as is the case invariably when the inventors and abettors of pernicious measures use infinitely more industry in disseminating poison than the well-disposed part of the community in furnishing the antidote.

To this source all our discontents may be traced, and from it all our embarrassments proceed. Hence serious misfortunes, originating in misrepresentation, frequently flow and spread before they can be dissipated by truth.

—George Washington—1793

Library

The American Management Association offers very helpful suggestions for development on business lines. We quote from a leaflet recently received from them.

"Out of his experience and his study man builds up a theory, a science, a philosophy for every phase of his activity. Then he bases his decisions and his work upon this theory. The business man who knows the underlying theory and science of business is, because of this knowledge, a better business man and contributes more to the general welfare." This they give as their reason for certain suggestions in reading on Economics, advancing that a mastery of this science is most important as it is a foundation for the successful conduct of business and getting a living.

The book they recommend as fundamental, "The Wealth of Nations," has stood the test of time. It was one of those chosen by President Eliot as an essential for his five-foot book shelf,—one of the greatest books that has ever been written. This book and others on Economics suggested on their list, which we have on file in our library, were chosen by the advice of men competent to select books desirable for study by both executives and their assistants.

A pamphlet which has just been sent us by the Foxboro Print shop was designed primarily as a memorial to President Harding. It contains the address by Rev. William E. Barton, at Foxboro, at the hour the President was laid at rest at Marion, Ohio. It also includes President Harding's address at the dedication of the Lincoln Memorial, and one delivered at Foxboro by Rev. Isaac Smith at the time of Lincoln's funeral—both fitting reminders of Lincoln in this, his birthday month.

Some new practical and interesting books which have come to our library this month:

"Shop Arithmetic for the Machinist." Explains how different arithmetical processes are applied to shop problems.

"Education and Industry." Henry C. Link. An endeavor to show how education may be made more practical and develop the capacity of the individual.

"People and Politics," by Solomon B. Griffin, for nearly half a century on the Springfield Republican. His recollections of men and events are interesting.

"The Pomp of Power" and "Where There is no Peace." Two studies of recent conditions in the world of politics in Europe. The name of the author is not disclosed.

"Wild Animal Homesteads," Mills. A book for nature lovers who enjoy his accurate description of life of the "leisure classes" of the woods.

"In the Wake of the Buccaneers," Verrill. A fascinating description of the shores and waters of the Carribean Sea, and the haunts of pirates who formerly traversed this region.

"Christianity and Progress," Harry Emerson Fosdick. Will prove interesting in the light of recent religious discussions.

Some new fiction:

The Land of Forgotten Men	Marshall
North of 36	Hough
Really Romantic Age	Harker
Bells of St. Stephen's	Keith
Rose of Santa Fe	Sabin
One of Ours	Cather
Lengthened Shadows	Locke
White Flag	Porter
The Alaskan	Curwood
The Snare	Sabatini
The Sea Hawk	Sabatini
On Tiptoe	White
House by the Wind Mill	Rothery
Old Crow	Brown
The Redmaynes	Phillpots
The Privet Hedge	Buckrose
Huntingtower	Buchan

Notes from the Plants and Offices

MAIN MILL

Rumor hath it that if you want to sell something, you should see Bill Boyden, but if you want to buy something from Bill—well, that's another story altogether. It seems that Bill was moved with a desire to part with his pigeons so he offered them for a lump sum to a prospective buyer who favored the pigeons, but thought Bill's price a trifle high. After much bargaining, an agreement was reached at a figure ten dollars higher than the one originally set. Pretty smooth; pretty smooth.

Pat Egan and Tim Cullinane are thinking of abandoning their respective careers and entering medical school. A few weeks ago two gentlemen from sunny Italy decided to mix it up on Walpole Common and both emerged from the fray rather the worse for wear. One, although under arrest, was confined to the Peter Bent Brigham Hospital, and Pat and Tim were delegated to guard the prisoner until he was well enough to move to jail. Both, Pat in particular, had one wonderful experience including visits to the operating room where they learned how the surgeon plies his art.

MILL OFFICE

We are glad to see Miss Gladys Johnson back after a week's illness.

Mr. Montgomery appeared at the office the other day with a box of cigars under his arm, a broad grin on his face and, on his lips, the words, "It's a girl." We extend our most hearty congratulations.

John DeCosta from PL substituted on the messenger service for a few days while Warren Smith was ill.

Explain it as you will. The other day, Miss Smith, desiring a drink of water, absent-mindedly went up to the pencil sharpener instead of to the bubbler.

In the January 12 issue of the St. Petersburg *Independent*, we found a little note that Mrs. G. R. Wyman had been the winner with E. R. Beeman, of Minneapolis, of the high bridge score.

MAINTENANCE

The Main Mill hockey team, composed of ex-varsity stars, challenges any hockey outfit in the plant (so long as the warm weather lasts). This is a snappy aggregation of fast and peppery hockey players. The roster: Goal, J. Manley; L. D., W. Duncan; R. D., T. Cullinane; C., C. Mattson; L. W., G. Wallace; R. W., H. McNeeley; Mgr., R. Fisher.

Don Merrill has his Ford spread all over his cellar floor. By spring it will be on the highways again running better than ever he says.

If this good weather continues, Charlie Paine will have to get Jerry, the barber, to use his mowing machine again. This weather will make anything grow.

Ed Boulter has put aside his faithful old Dodge and blossomed out in a neat Oldsmobile Coupe.

These departments have quite a number of ice skaters. So far they haven't had much luck as the weather has been against them.

Great waxes the rivalry between the Main Mill Laboratory and the Drafting Room for the possession of the cup which at the present time is on display in the Labor Bureau. The Drafting Room has it at present, but is willing to challenge all comers.

The Drafting Room does wish some people could conceal their jealousy.

George Wallace, calling EF—"My department would like to challenge you fellows to a bowling match."

"Your department! How do you get that way? You have only two men; you'd have to use three dummies."

"Well, what's the matter with that? You use five."

THE PEOPLE WHO PRINT THE REVIEW

Back row, l. to r. F. R. Meyer, Foreman; Alvah Bridgham, Wm. P. Duquette, Elmer A. Bursley, Walter Hartig, Mary Sline, Arsene Marchand. Front row, l. to r. Rose Friary, Martha Dee, Anna E. Duffy, Alma Walsh, Julia Dolan, Elsie Hertel, Ethel Havey

George Doderer has just about decided to quit trying to build henhouses. He no sooner gets one up than along comes the wind and down it goes. He is already calling this the "winter of the big wind."

We extend sympathy to Lawrence Balduf whose nephew was drowned recently in New Pond.

It is good to see Mike Burke around after his operation.

No. 2 Beater Room is quite gay in a new coat of paint. Beaters, lockers, and everything shine beautifully. There is some question as to whether the paint was put on inside out, *i.e.*, the glossy surface facing the wrong way, but John Burke can explain it satisfactorily. At least he explains it so glibly it sounds reasonable.

The Shartle Beater, which has attracted attention of paper mill men all around this part of the country, started operation this week. We hope to have a complete story about it later.

The Pressboard Machine is going to be second to none when the proposed improvements and repairs have been completed.

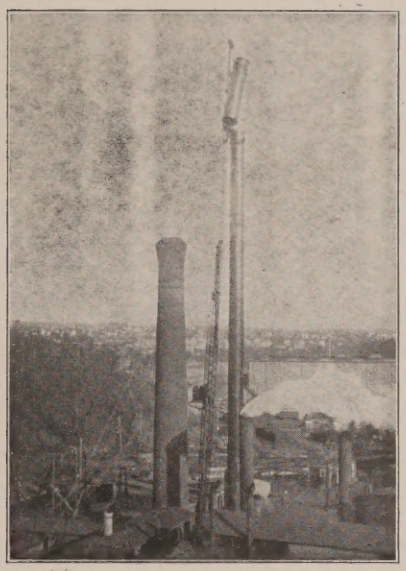
A CORRECTION

We take this first opportunity to correct a caption in our last *Review*. Under Mr. J. B. Maguire's picture we printed "Asst. Supt., Main Mill". This should have read "Asst. Supt. Box Shops". It was clearly an error on our part as Mr. Carl Schaier, who has been in that capacity for several years, is very much on the job. —Ed.

BUILDING AND ROOFING.

We all extend sincere sympathy to Dominic Treventi, who recently lost his small daughter.

Jeppy is one happy man since the stork left a baby girl at his house. Mother and baby are doing well, thank you.



Putting up the stack was a source of interest for several days.

Hoisting Section of Stack into Position at FB

We are glad to report that Frank Sego, who was dangerously injured when he was struck by an automobile recently, is progressing favorably. The accident was doubly sad because of the death of Frank's mother while he was in the hospital.

HOSPITAL NOTES

We were all sorry to lose Miss Haslam, who has been Assistant Nurse here for the past year. She left us to take a course in Public Health Nursing at the College of William and Mary, Richmond, Virginia. By her unfailing courtesy and cheerful disposition, she has endeared herself to all with whom she came in contact. We wish her all success in her new work.

Miss Ruth Arel, a graduate of the Lawrence General Hospital, is to take Miss Haslam's place as nurse at the Norwood plants, and assistant at the Main Mill Emergency Hospital.

Georgc MacMillan Promoted

The Traffic Department has recently learned of the transfer of George MacMillan from the Freight Department to the Passenger Department.

About twenty years ago "Mac" started working for the New Haven Road on the East Walpole switcher and except during short periods of time, he has been here ever since.

When the World War broke out George was one of the first to enlist and was promoted to a Lieutenancy while serving in France.

It is indeed a loss to the Freight Operating Department of the New Haven Road to have George MacMillan transfer his allegiance to the Passenger Department. On the other hand, he will bring prestige to the Passenger Department. During all the time we have observed his work here we have been taught to respect his character and ability in the performance of his duties.

Mr. MacMillan will be assigned to a run as conductor about Boston and we all may find occasion to meet him once in a while. He will continue to make his home in Dedham, Mass.

Good luck to you "Mac."

1. St. Petersburg, Fla., Looking toward Tampa Bay 2. Grounds of Smithsonian Institute, Beach Drive

GREETINGS FROM THE SOUTH

We have received a letter from G. R. Wyman, who with Mrs. Wyman is enjoying life in Florida. Most years we would be envious of the stories of continuous sunshine, but this winter, so far, it looks as though New England had stolen Florida stuff.

St. Petersburg, Fla.,
January 17, 1924.

Neponset Review Readers:

This is the "Sunshine City." The daily paper is given out free every day the sun does not shine. They have had to come across with free papers 72 times in nearly 14 years. Once since we have been here they gave a paper to everyone who asked as it rained all day.

They say it has been colder in Florida this month than for many years. Today it is over 70 degrees above and many people have been in bathing.

We have had many very pleasant trips over the city. Streets are paved with brick and there are flag sidewalks on nearly all streets.

Houses and grounds are well kept up and the electric car service is the finest I have enjoyed. The best of water for drinking comes from Artesian wells owned by the city.

The Edgewater Inn where we are staying is run by Mr. A. H. Lane of Marblehead, Mass., and he knows how to do it.

—G. R. Wyman.

FLOOR COVERING

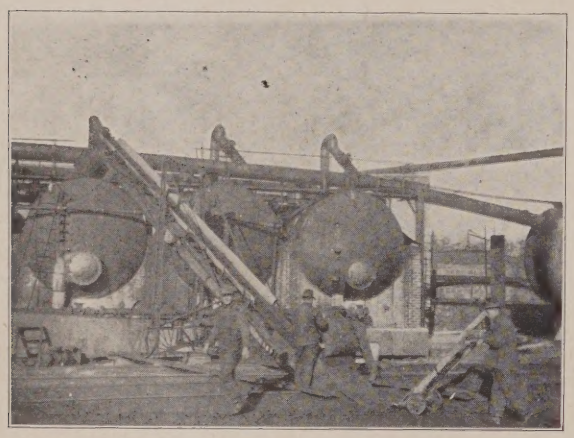
Congratulations to Nicola Benedetti on the coming of a little daughter, Ermendo, to his home.

At the recent visit of a small army to the mill, one of our quickest and brightest salesmen, who shall be nameless here, expressed surprise that when something happened to the machinery, one of the men *knew just what to do* and *did it without being told.*

We hesitate to apply fit adjectives to such an attitude of mind as the above incident discloses.

It is a point of view not to be encouraged, to be vehemently discouraged, rather. For out of distorted misunderstanding of other men come social ills of the gravest sort.

Our Bowling Team,—Selden, Flower, Sansone, Breen, Reardon,—are coming strong, up among the top notchers in the league.



Stills Where Asphalt is Blown for Roofing and Floor Covering

John Phillips of FFQ left us for one sunny day or two to get married. We wish the happy couple enduring joy.

Another record has been set. The new Rug Finishing Room put out 2453 rugs on January 18.

On a recent mill week, the three print machines ran 207,201 square yards.

Jim Stowell announced one day, not so long ago, that he was going housekeeping in the Spring. We congratulate him.

Maybe we aren't proud of being at the head of the Safety list for 1923.

Joke No. 8973. Mike Shergals, desiring to talk with Bernier, goes to the pencil sharpener and gives it a couple of turns. Then he gets hot under the collar because Leo does not answer.

PHILLIPSDALE NOTES

Another improvement has been made in the Cutter Room by changing the cutters and conveyor. Dust has been eliminated and the working conditions are much better. A few more changes and the boys will think that they are working in an office.

Two more iron beater tubs have been received and are being installed. Under the present condition, the Beater Room looks very well, but, with the installation of iron beater tubs and the making of other changes that are in view, it will look much better.

Mr. Henderson, George Hawley, Rex Salisbury and Jack Hanley have joined the ranks of Radio fans, better named the Radio bugs. It is a great game, for all you can hear wherever you go is Radio, Radio, Radio. If you haven't a Radio, better get into line. It has got all other subjects beat a mile.

The same old story in the same old way and the same old cars in the same old way, "Broke Down,"—Maxwell and an Overland. Perhaps the owners would like to sell. What do you say if we put an ad in the *Neponset Review*? They say there is one born every minute.

Any one who has seen Henry Phelps' residence knows very well that it does not look like a garage, but evidently the fellow in the auto the other morning thought otherwise, as he tried to enter by the front way. Although he did not succeed in getting in, he did succeed in breaking up the front steps. It might be well to have a gasoline station put in front of the house, and then the autos, perhaps, would stop out on the street. Just a suggestion, Henry.

We hear that Frank Moreiro, of DPB, is some actor. Is that so, Frank? The fellow that runs the steam derrick we know is some actor, too. How about putting on a little show in the Brigade Room some noontime? We all would appreciate it no matter how good it was. Christie and Madden no doubt would help out with a little song for they sure are some warblers. We can get Charley Chaplin in the Beater Room to direct the show. If they all agree we will print the program in the next issue of the *Review*. Admission will be one ball of rags. Get them in the rag pile and try to hold them till after the show starts.

Lillian Dufresne received a beautiful diamond ring for Christmas. We sure do wish you good luck and happiness, Lillian.

The girls in DPG don't think that the Mill could run without Walter. See how much they think of you, Walter.

Jack Gallagher, the candy man, almost went out of business a few days ago, for Grace Monahan had a birthday and all the girls bought her a candy bolster. The next day—but we won't tell any more, Grace.

WINDI-CITI-ITES

Here's a record of the Chicago Mill that we expect to hold for the year, 23° below zero here at 4.30 a. m., January 5.

Frank Smith, who has handled our Traffic problems for the last few years, has left to join Mr. Westcott's Floor Covering Sales Force. Frank's friends of the Mill and Office presented him with a traveling bag, military brushes and a leather collar bag and all the best wishes for success.

We are glad to welcome J. A. Bartlett into our organization to work with Harry Brandau in the Planning-Traffic Department.

Jack Walton, our Kentucky Salesman, came in this week bringing Mr. Whitesell of the Peaslee-Gaulbert Company with him. It was Mr. Whitesell's first visit to a roofing plant and he feels from what he saw he will be better posted on how roofing should and should not be made.

S. C. Hettick, of our Office Sales Department, left early this month to take up farm life again in Marty, South Dakota. He was presented with a traveling bag and left with the best wishes of his friends for his new undertaking.

Among visitors this past week were Mr. Messersmith of the Buckeye Rfg. Company of Toledo, Ohio. Mr. Emerson of Statlar-Herrin came in with "Doc" Hill for a day. Mr. Emerson together with "Doc" Hill worked as salesmen for the old Reckett Company. Mr. Ellis, our Floor Covering Salesman in Texas, paid a visit on his way back from the East Walpole meet-up.

Two more "non-stop" runs on No. 2 machine, one of which bettered the record for Neponset Twin Shingles. Nice work, Shorty George and crew, keep at it.

In appreciation of his work and effort during the past year as President, Mr. Hird was presented with a gold watch chain by the Prepared Roofing Association members at their annual meeting in New York City in December. Mr. Chatfield, of the Chatfield Manufacturing Company of Cincinnati was elected President for the year 1924

To help reduce the "high cost of living," Bill Heck, our Reo truck driver, purchased several bundles of Christmas trees at wholesale down town and sold them at the same rate to men of the Mill and office at Christmas.

Dutch Jansen and his No. 1 Crew averaged 343 squares per hour on a 4½ hour run of Universal one day last week. Not a record, as it wasn't a full day, but it does show possibilities.

Mrs. M. Andres (nee Kalman) is taking her sister's place on the switchboard while her sister has joined Mr. Freeman's force.

Miss Edith Mayberry has also joined Mr. Freeman's department.

The latest radio fans include Ben Roberts, Arch Downey, Dutch Jansen, Al Bohenberger and B. J. Overholt. And the places they reach—well you've heard a crowd get together and discuss the length of fish they caught—it's even worse than that. They're even discovering unknown countries.

Not to be outdone by No. 2 Machine Crew as to "non-stop" runs, Dutch Jansen and his No. 1 Crew had two the middle week of December.

We enjoyed a visit a short while back from Mr. Jacob Daniels of the Daniel Banks Roofing Company of Little Rock, Ark. He came in with Salesman M. L. Jones to look us over.

A. M. Dobbins who has worked as assistant to Hettick is to step up to Hettick's position and Bob Brebach in turn is to work with Dobbins. Tom Durkin of the Shipping Office is taking over part of Bob Brebach's in addition to his former work.

Someone has properly asked, "When the whole world becomes Soviet, who will feed the starving?"

A word to the wise here is sufficient—if you are further interested as to what the Soviet Government and their henchmen are trying to do here, get in touch with the American Defense Society.

"Many a man will spend a dollar for cigars without thinking twice, and then swell up in admiration of himself when he blows in a dollar for candy for his family now and then."

MAIN OFFICE

On Monday, January 21st, Gretchen Regan and Roger Whedon were married. After a short trip they will make their home in Hartford, Conn. The Friday evening before her marriage, Mrs. Whedon's friends from the Accounting Department surprised her with a shower of beautiful and useful gifts for her new home.

Howard Whitney is the more than proud father of twin boys. He says they are model children but he isn't quite sold on that ancient gag, "It's as easy to take care of two as one."

Mrs. Lottie Ames has joined the Statistical Department; Miss Beatrice A. Brock, the Credit Division; Miss Isabelle D. Faunce, the Fibre Case Sales, and O. C. Turkington, the inside sales force of the Floor Covering Division. We wish them every success in their new work.

We extend congratulations to Ethel Duncan who has transferred from the Accounting Division to take charge of the Mail Room.

Esther Foley, formerly of Fibre Case Sales, is now helping Miss Mahoney take care of the addressograph in the Service Department.

Miss Blanchot has joined the Stenographic Department as typist.

Miss Willis' plants are flourishing and add a cheerful note to the top floor.

We were glad to have N. H. Foster as a visitor recently. Mr. Foster is to take charge of the Built-Up Roof Division for the Southern Division. Mr. McDonald is to do similar work for the Eastern Division.

Someone recently said that there is nothing that can really dishearten or discourage the man who can say, "I have a daughter." Steve Traudt knew the feeling before and now he has another small girl at his house to make it doubly secure.

R. C. Floyd has been appointed "Clerk of Course" for the B. A. A. Indoor Athletic Meet to be held in Boston, February 2nd. This is an exceptional honor which only goes to one well qualified to act. We congratulate him.

Hereby runs a tale. The Lumber Dealers' Association were to meet out here at East Walpole one recent Saturday and the Traffic Department made arrangements for busses

THE SERVICE DEPARTMENT FOLK

Who Take Care of Mail, Write Letters, Handle Telephone Calls and Help in the Smooth Running of the Organization.

Back row l. to r. Mrs. Haste, Miss Morgan, Miss Neylan, Mrs. Douglas. 3rd row: Miss Mahoney, Miss White, George Driscoll, Miss Clark, Miss McBride, Miss Lovell. 2nd row: Miss Kelliher, Miss Coburn, Miss Walsh, Miss Duncan, Miss Clem, Miss Delaney, Miss Lavender, Miss Morrill. 1st row: Miss White, Miss Anderson, Miss Jonah, Miss Richardson, Miss Coffin, Miss Dowdie, Miss Costello, Miss Hartig, Miss Percy, Miss Higgins.

(NOTE) We are sorry a few of the people are not in the picture, including Miss O'Brien who has charge of the department, but most of them are here.

to meet Jack Donnelly and a group of representatives at Upham's Corner, or some such out-of-the-way place, and convey them hither. The time appointed arrived and Jack and his charges were on the designated spot, but no busses appeared. After a few impatient turns, Jack hied himself to a nearby drug store, called up Mike Hawkins, and proceeded to demand in no uncertain terms, "where were the busses,—the men were getting impatient, and they ought to be here, etc., etc." Mike, in his most suave manner, assured Jack that he "only needed a little patience, the busses would appear shortly," and so forth. Mollified, but not appeased, Jack straightened his necktie, adjusted his hat and strode forth to be confronted by an entirely deserted street. During his discussion with Mike, said busses had come, gathered their passengers and gone, leaving Jack stranded in a spot where nobody would choose to be stranded ever. Humbly, Jack goes back to the drug store, called Mike again, and, in a wee, small voice, asks how can he get away from there in a hurry. And Mike, being a Christian gentleman, told him.

Mr. Kilham is still travelling in the Sunny South, although, to judge from his letters, it's not so sunny this winter.

INCOME TAX RETURNS

Massachusetts Income Tax Returns must be filed on or before March 1 by everyone whose total income during 1923 was over $2000.

United States (Federal) Income Tax Returns must be filed on or before March 15 by everyone whose total income during the year 1923 amounted to:

(a) $1000.00, if single, or if married and not living with wife or husband.

(b) $2000.00, if married and living with wife or husband.

Note:

The State exemption of $2000.00 applies only against "Business Income." If you have received during 1923 *any* income of the following kinds: 1. taxable annuities; 2. taxable gains in dealing in stock or other intangible property; or 3. taxable interest or dividends, you must file a return.

Dividends on shares of corporations organized outside the State of Massachusetts are taxable and should be reported.

If you have any doubt as to whether or not you should file, or about any matter relating to the filing of your return, make inquiry at the Labor Bureau.

Assistance in filling out returns will be given at the Labor Bureau to any of our fellow workers who wish it, and arrangements will be made to have some one spend sufficient time at the Norwood plants to help all who wish aid there. If you have received a blank, be sure to bring it with you. It will save a good deal of time if you will fill in as much as possible yourself, *i.e.*, your name, occupation, address, and the names and ages of your children where required.

CANADIAN NEWS

The employees of Bird & Son, Limited, wish to thank the management for their annual Christmas gift, which was presented with the usual good fellowship.

We all extend our deepest sympathy to Harry Coutts in his recent bereavement in the loss of his father.

A 5-pin Bowling League has been organized consisting of four teams. The League has now been under way for three weeks, during which time there have been some exciting contests.

The Neponset Twins are leading the League at the present time, both as a team and in individual average, but, judging from recent remarks overheard, they are going to have to be at their best to maintain their standing. Bill Mutch, Captain of the Canadian Readys, was heard to say that they would pull the Neponset Twins off of their high horse, even if his team had to buy a "Little Alley" of their own to practice on.

The League meets every Thursday evening, and this is one night that all look forward to.

Guess we had better get hockey pads for the boys who set up the pins on the alley for Bill Mutch—or better build him a dug-out. Safety Committee please note.

Arthur Collins claims to be one of the best pigeon men in town. We are anxious to see the results of his first race. Let's hope his birds can fly as well as he can bowl.

We noticed an article in the paper the other night which read as follows:

Johnnie: Ge Ma! I'll bet Mr. Jones the grocer must be awfully mad.

Mother: Why Johnnie?

Johnnie: They have a new baby girl in their family and for the last two weeks he has had a sign in his window—"Boy Wanted."

We are wondering if Herbert Main had the same sign in his window.

We are all pleased to see Wilfred McCarl back in his old place after an illness of several weeks.

The Employees' Association of Bird & Son, Ltd., are looking forward to 1924 as a Banner Year and hope that everyone in the employ becomes a member. It is an indispensable opportunity. If you do not know anything about it, ask the man beside you. COME ON BOYS—LET'S GO.

So far this month we have had NO ACCIDENTS. LET US KEEP UP THE GOOD WORK, FELLOWS, for 1924.

Laura Stephenson, of the Advertising Department, is spending a couple of months with friends in Los Angeles, California, and from all reports is greatly taken up with that particular part of the world.

Our old friend Santa Claus was very good to Mr. and Mrs. H. E. Davenport. He called at their home a week before Christmas and left a little daughter.

Our Northern Ontario Salesman, Bert Thompson, and family, spent Christmas with Mrs. Thompson's relatives in England. We hope they will not make it so pleasant for him but that he will think that Canada after all is the best place to live in.

The day after Christmas we were all glad to see Catherine Lumsden's smiling face at her old desk again. What is East Walpole's loss is our gain in this particular case.

The Annual Meeting of Bird & Son, Ltd. Employees' Association was held on January 11, 1924, at 5.15 o'clock in the office, for the purpose of electing officers and committees, and hearing the reports. J. W. Will, President, occupied the chair.

After a few opening remarks by the chairman, the minutes of the previous meeting were read by the Secretary, and declared accepted.

The Treasurer's report was read, showing that at the end of the year there was a balance on hand in the bank of $465.85.

The Secretary reported that on January 1, 1922, there was a membership of 77. During the year 30 names were added and 28 names removed from the list, leaving the membership on January 1, 1924, at 79.

The Entertainment Committee reported that on February 27 a Social Evening took place in the office, and on July 17 the Annual Picnic was held at Grimsby Park, both events being very successful. The Chairman of the Sports Committee reported that their committee had worked with the Entertainment Committee in preparing the program of sports for the Annual Picnic.

The Chairman of the Visiting Committee reported several cases of illness during the year, all of which were called on. The total time lost was 28 weeks. He also reported several accidents, most of which were minor, with only a few days' time lost. There were three serious accidents, the total time lost being 14 weeks.

Following is a list of officers for the year 1924:

President, J. W. Will; Vice-President, A. Ralph; Treasurer, H. E. Davenport; Secretary, E. V. Ingledew; Executive Board, C. Delavergn, W. V. Grisdale; Nominating Committee, H. E. Davenport, A. Cox and W. E. McCarl; Visiting Committee, W. Smylie, S. Bailey, A. C. Goddard and Miss M. Jones; Entertainment Committee, W. A. Mutch, H. Coutts, C. Parsons, E. Gibb, Misses M. Simpson and K. Barker; Sports Committee, B. Page, A. McCulloch, T. W. Clark, W. R. McNeil, V. Bailey and Mrs. Cheriton.

PAPER MAKERS' SOCIAL CLUB

The Paper Makers' Social Club, who have held their annual banquet on New Year's Day for the past ten years, decided, on account of so many members wishing to enjoy New Year's holiday at home, that they would postpone it until some future date in the spring or summer months and have a good time as in the past.

The Club is planning to run a series of whist and cribbage parties, also other entertainments, soon. The same officers as last year will serve another term and we hope that this year, 1924, will be a successful one, both for the Paper Maker's Club and the other Bird & Son, inc. organizations.

John Spillane, President,
John M. Smith, Secretary.

GIRL SCOUTS

The members of the Troop has started enthusiastically on the preparation of the Scout play, which, by the way, is two plays. They are to be given February 29, so save that date.

VETERANS' ROLL OF HONOR

We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during the months of January and February, together with the names of our veterans who have completed over twenty years of service.

Name	Dept.	Date	Yrs.
H. E. Davenport	Canada	Jan. 1, 1898	26
Carl V. Smith	Paper Mill	Jan. 1, 1901	23
F. W. Welch	No. 2 Box Shop	Jan. 16, 1901	23
Joe Knaus	Paper Mill	Jan. 24, 1902	22
May Gardner	Main Office	Jan. 26, 1902	22
R. H. Salisbury	Phillipsdale	Jan. 6, 1909	15
H. E. Sawyer, Jr.	Floor Cvg. Sales	Jan. 26, 1914	10
A. D. Kilham	Bldg. & Rfg. Sales	Jan. 1, 1919	5
Tony Willota	Bldg. & Rfg.	Jan. 2, 1919	5
Antone Perry	Phillipsdale	Jan. 10, 1919	5
John Carey	Paper Mill	Jan. 15, 1919	5
Thomas P. Maguire	Paper Mill	Feb. 3, 1880	44
Rose Friary	Printing Dept.	Feb. 1, 1888	36
Carl Schaier	Paper Mill	Feb. 6, 1890	34
Georgie Brennan	No. 2 Box Shop	Feb. 10, 1893	31
H. H. Miller	Treasurer	Feb. 17, 1902	22
John Davis	Paper Mill	Feb. 5, 1903	21
Fred Nordblom	Paper Mill	Feb. 2, 1914	10
B. R. Taylor	Purchasing Dept.	Feb. 16, 1914	10
E. Grosscup	Chicago	Feb. 17, 1914	10
M. L. Jones	Salesman, Chicago	Feb. 1, 1919	5
Phyllis Webb	Main Office	Feb. 24, 1919	5

THAT GOOD IDEA

We are receiving many new suggestions and records show that they are greatly on the increase. Many of them are especially interesting in that they are simple but effective ways of saving time, labor or money.

For instance, putting a spreader on the chain hoist of No. 16 Swift was a simple thing, but it saved stopping the machine every time the conveyor was raised, thereby increasing production—and Herb Cheney was the fellow who thought of it.

Did you ever see an elevator which was being operated by someone on a remote floor start off, apparently all by itself, and think what a serious accident might have been caused? Joe Donovan realized this and thought of a plan to lock No. 1 Mill Elevator when not at the regular stops. Superintendent Smith, as well as the Superintendent of the Experimental Division, thought it a good idea and orders were entered to have it installed at once.

Now, I don't believe that Joe had any idea that it was a brand new thing to lock an elevator in this way, but he did think it was a good idea to lock this particular elevator. Evidently he had the right idea, for he won the award of $5.00.

Ruel Fulton put in a suggestion for a guard near the calenders on the saturating section at FB. He followed this up with another suggestion for effecting a saving by using a different sized can at the stills. A little later he submitted another suggestion for a change in the position of the lifting lever for the top coating roll on No. 6 Machine which was to make it more convenient and effect a saving in paper and coating. He received three awards of $5.00 each for these suggestions during one month, and the Suggestion Committee was glad to make the awards.

Ray Call suggested that we grind the rubber rolls at FB instead of sending them off to be ground. This saved freight, expense of handling, boxing, etc., and also meant that we could grind the roll exactly as we wanted it. Ray got the award and we are glad to know that his plan is successful.

Fred Reed noticed that the cutters and side guides on the shingle tying machine were wearing out rapidly and recommended that they be hardened. This was a simple thing in itself but was a very good suggestion, and has been in use now for nearly a year, saving in upkeep.

Dan Treventi put in a suggestion to have a roll changed on No. 6 Machine. At first it looked as though Dan could not get an award, but, as a result of his suggestion, another change was made which accomplished the result he had in mind, and the suggestion became of value.

There are many other cases like these. Why not, when you are passing through your department, look right and left. See if you cannot enter the class with these boys and others who are trying to improve conditions?

—G. R. Wyman.

THE SORTING ROOM THIRTY-THREE YEARS AGO.

Thos. Murphy, Thos. Smith, Thos. P. Maguire, Emil Johnson, Dennis Cullinane, Richard McCabe, Jason Fisher, John White, John Cullinane, John Barren, James Smith, Edward White Thos. Graney, Joseph Walker, Patrick White, Delia Smith Walsh, Mary Collins Hale Mary Friary.

BIRD CLUB ENTERTAINMENT AND DANCE, FEBRUARY 8

The committee has chosen a very well-recommended Quartette and Reader from Providence. These gentlemen will put on a Black-Face Minstrel Show of a very high order, and we shall have music for dancing by "Parky" Rogers' Orchestra.

These monthly entertainments are getting so popular that we either must enlarge Bird Hall again or limit the attendance in some way.

First of all, we want club members and their guests to attend, next our fellow workers who are not members, and finally the public. Tickets will be on sale early, and the sale will stop when the seats are taken.

So Catch On, Bo, Catch On Quick!

BIRD CLUB ENTERTAINMENT.

The New Year was ushered in well by the Bird Club at their entertainment January 11th, in Bird Hall. Snappy is the best adjective to describe the banjo artists, the McGrath Brothers, and Miss Otto pleased greatly in her pianologues. Billy Emery had some new ones, and, of course, Ed Downey of FFV was the hit of the evening with his especially clever dancing. Parky Rogers furnished music for the dancing which lured most of the audience to stay so that they might trip a measure or two.

BIRD CLUB ATHLETIC COMMITTEE HOLDS MEETING

The Athletic Committee of the Bird Club met at the Club House, January 18th to discuss athletic activities for the remaining winter months.

Basket Ball was the first topic and it was finally decided to look up the possibilities of getting a net for the Bird School Hall so that it might be used for basket ball games.

Bowling is pretty well taken care of except that it was suggested that there should be more matches among the departments and an effort will be made to encourage this throughout the plants.

It was voted to run a cribbage party in the East Walpole Brigade Room in February, provided the Brigade Room Committee had no plans that would conflict.

As the outstanding event of the season, it was proposed that the Athletic Committee, working with the Entertainment Committee, should run an indoor track meet, combined with a bowling tournament, entertainment and dance. Plans for such an evening are already under way.

Light refreshments were enjoyed by all.

WALPOLE HOME BUILDING COMPANY NOTES

John Keyes and family have moved into the house at 2 Sumner Street, Norwood.

A double garage has been erected in the rear of the house occupied by Harry Dresser, 66 Walcott Avenue, East Walpole.

Cards have been received from C. O. Littlefield from St. Petersburg, Florida, where he is enjoying a three weeks' vacation.

ANNOUNCEMENT

The Rubberhide Company wishes to announce that Mr. H. L. Badger has been appointed Sales Representative in the East Walpole and Norwood District for the famous Rubberhide Shoes.

INDUSTRIAL BOWLING LEAGUE

Interest in the Bowling League runs high and the race is close. The Floor Covering plant is working hard to get in top place and the Main Mill crowd say that they are going to spring a surprise yet. The announcement of prizes to be awarded at the close of the season has been made.

Each man eligible for only one individual prize, and he must roll 9 matches or more.

Standing of the Teams to January 15.

	Won	Lost
Multibestos	29	7
Floor Covering	26	10
Main Mill	25	11
Fales	20	16
Grays	16	20
Lewis Manufacturing	13	23
Hollingsworth & Vose	12	24
Building & Roofing	3	33

High team 3-string total Main Mill, 1468.
High team single string Main Mill, 521.
High individual average, Dine, 100.14.
High individual 3-string total, Dine 345.
High individual single string, Dine 136.

EF RETAINS CUP

Dept. EF, after holding the championship for the last three or four years, found a worthy opponent in Dept. PL and decided to give them a chance for the "Mystery Cup" that has been on the shelf along with some of the bowlers for the last few years.

The Drafting Room, although a little rusty in the first string, came back in the second string and showed the Chemists how to bowl. At the end of the third string the Draftsmen came home successfully retaining the cup.

The line up and score:

Dept. EF

Timmins	67	83	64—214
Kay	68	69	81—218
Gladding	95	88	84—267
Koehlee	15	86	78—239
Wallace	88	87	85—260
Total			1198

Dept. PL

Mason	82	83	79—244
Thompson	76	73	79—228
Bartlett	63	81	66—210
Coughlin	93	80	77—250
Hills	89	85	108—282
Total			1214

BOWLING SIDELIGHTS

After rolling a five, several sixes and a seven, "Leghorn" Hills made a spare and a strike on it, which goes to prove that the Lab. symbol PL stands for "Plenty of Luck."

Looking over the form of some of the men on both teams one could readily see that some of the bowlers might have been or will be bowlers sometime.

If there had been one of the *Review* cartoonists on the job to make a few sketches of "Leghorn" and "Happy," the readers of the *Review* sure would have had the treat of treats.

After the match arrangements were made for a match between "Mo" Mason and "Leghorn" Hills of Dept. PL and "Nice Feller" Wallace and "Sam" Gladding of Dept. EF to be bowled the week of January 21.

Read the Score—Not the Headings

Dept. PL understands that the Drafting Room claims to have won the recent bowling match between these two departments. The laboratory team invites interested parties to consult the box score at the Civic alleys and is ready at any time to demonstrate that it can repeat its victory. We knew the EF team couldn't bowl but thought they were better sports. Nuf sed.

(Signed) PL Bowling Team.

Neponset Review

MARCH 1924

VOL. XII. NO. III

NEPONSET SHINGLES PROTECT WAYSIDE INN

Firelight Gleams Red Through Windows of Old Place Restored

The Wayside Inn, South Sudbury, Mass., Made Famous by Longfellow in His "Tales of a Wayside Inn"

As ancient is this hostelry
As any in the land may be,
Built in the old Colonial day,
When men lived in a grander way,
With ampler hospitality.
A region of repose it seems,
A place of slumber and of dreams,
Remote among the wooded hills.

Henry Wadsworth Longfellow

The old inn was purchased a few months ago by Henry Ford who also acquired about 700 acres of field and wood along the highway. Under his direction, the work of restoring the old place has gone forward and on February 9, it was reopened to the public.

Mr. Ford plans to make it a memorial to Longfellow and other famous guests of the inn, a place of refreshment for visitors and travellers, and a museum and park for the children of America, where they can see for themselves the mode of living of their forefathers.

BIRD SCHOOL SAFETY CLUB GUARDS EAST WALPOLE CHILDREN

Last October the Bird School instituted a campaign for safety on the highways. This work had become a pressing necessity as nearly 400 pupils were obliged to cross the state road which passes the school and which carries a heavy traffic. A few accidents to children had already occurred.

The campaign consisted of:

1. A spirited talk and rally by Mr. McBrayne of the Massachusetts Safety Council.
2. Organization of each of the 14 class rooms into a Safety Club.
3. Talks by teacher; oral compositions by pupils; temporary suspension from club for failure to heed safety warnings.
4. Awarding of "A B C" buttons to members in good standing.
5. Talk and instructions by our friend the "Traffic Cop."

Most important, and the feature which has elicited whole-hearted commendation from parents and public, was the organization of twelve eighth grade boys into a

"School Safety Club"

These boys, under a captain elected by themselves, go on duty four times a day at street-crossings and other strategic points to help children cross the street safely. These boys wear distinctive arm-bands while on duty, white letters S. S. C. on red felt. They have no authority to stop traffic, but they *do* have authority to hold up the children until it is safe for them to cross.

Waiting for the Signal to Cross

These boys went on duty November 1, 1923, and have continued daily ever since. This safety guard is responsible only to the principal.

Results—

1. Walking and playing in the street while on the way to and from school has been wholly eliminated.
2. No accident has occurred during this time.
3. Motorists who regularly use this street are constantly expressing their approval.

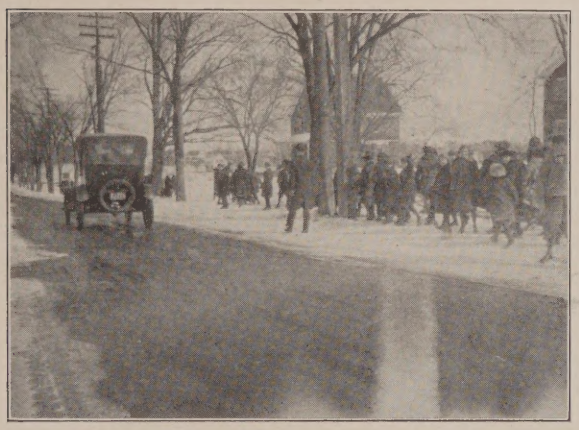
MEMBERS OF THE BIRD SCHOOL SAFETY CLUB

1st. row. F. Hartig, J. Broderick, C. Welch, F. Robertson. 2nd row. E. Law, G. Fisher, N. Nelson, G. Whitehead. 3rd row. J. Phelan, S. Sword.

4. The Police Department is appreciative since its worries are decreased just so much.

5. Parents of small children say they start the youngsters off to school much freer in mind.

6. The work has developed an improved school spirit resulting from pride in achievement.



Children Kept on Sidewalk

7. The S. S. C. boys enjoy their responsibility and attend to it in a business-like way. They have become a positive influence for good because they have assumed the duty of stopping fights and assuring fair play.

They don't claim to be the first to try this scheme, but they *do* claim that *it works.*

PAPER MILL LEADS THE LEAGUE FOR JANUARY SAFETY HONORS

Floor Covering Has Unusually Bad Month

Standing

	No. of Emp.	Accidents	Days Lost	Standing
DM–DF–DV	252	0	0	1.000
EM and ER	158	2	7	.939
FB	243	2	20	.931
FX 1 and 2	241	2	31	.905
FF	282	8	36	.848

The Paper Mill has not had a lost time accident since December 22, 1923, and consequently wins the banner for January with a clean record.

The Maintenance Department had two minor accidents. Joe Donovan stepped on a nail and lost 5 days and Axel Swanson strained his arm, losing 2 days.

Building & Roofing plant had two. Arthur Duncan hurt his foot, when a gear fell on it, and lost 4 days. William Dorst lost 16 days on account of getting hit by a truck handle.

No. 1. Box Shop also had two accidents. John Hurley strained his back and lost 25 days. Margaret Ewing hurt her toes when she knocked a bar onto her foot; result 6 days.

The Floor Covering was up against old hard luck for fair. After leading the 1923 yearly standing they start right off with 8 lost time accidents. It's a long story to tell about how they all happened, but everyone of the eight was due to carelessness and not thinking about or looking at the job. Here were the unlucky ones: Ernest Wood lost 1 day; Phil Glebus, 2 days; Julius Zikar, 7 days; George Bigelow, 3 days; Mike Masce, 1 day; Joe Adamonis, 4 days; John Lynch, 9 days; Mike Connolly, 9 days.

Fourteen accidents in January! This is the most that we have had in any one month since January last year. Let's cut 'em out.

Safety Committee.

SAFETY HINTS FROM HISTORY (The Ides of March)

History tells us that the Ides of March, the fifteenth according to our calendar, was an unlucky day for Julius Caesar. Disregarding all warnings to make himself scarce or employ the necessary safeguards, he appeared in public and was struck down.

The soothsayers warned him of what was coming. They were supposed to have supernatural powers, but it is more likely that they had the "low down" on the plot that was being hatched against him.

Mrs. Caesar, otherwise known as Calpurnia, begged her husband to play safe. He was almost persuaded, but when Brutus and Cassius came

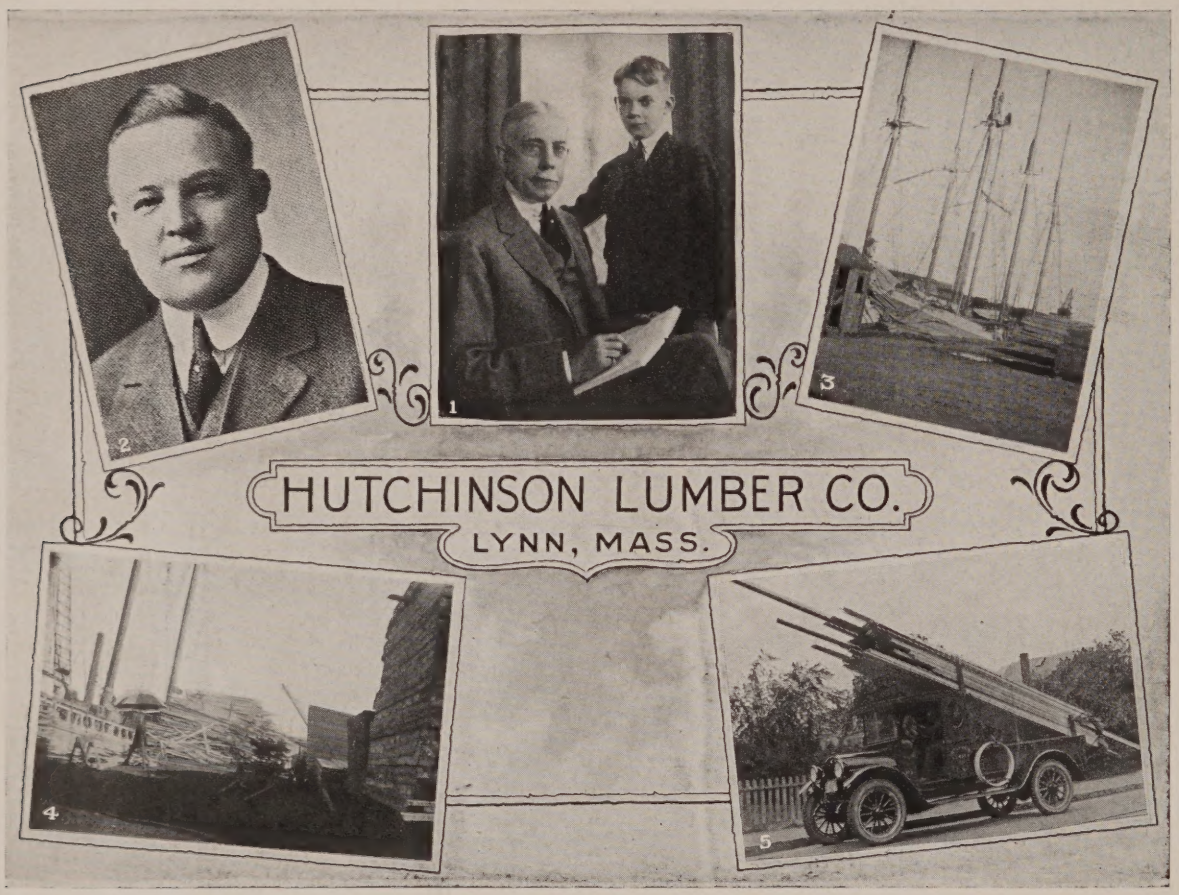
along and told him that the warnings of Calpurnia and the soothsayers were a lot of Safety First bunk, Julius decided to take a chance and go along. He may have had his suspicions but he felt that being cautious was unbecoming to the first citizen of Rome. He had plenty of courage but there was one thing he was afraid of—that other people would think he was afraid. As a result, he fell with 57 dagger wounds showing plainly.

The Ides of March is still a dangerous day for the fellow who thinks that an accident is something that happens to someone else. It is full of traps for the jay-worker, jay walker or jay driver, and there are 30 more days in March which are just as dangerous. *But to the man who uses his head and watches his step all days are safe.*

OUR LYNN DEALERS SEE MANY CHANGES IN TWENTY YEARS

Twenty-four years ago Samuel C. Hutchinson started at the old S. N. Breed Wharf in Lynn the Hutchinson Lumber Company, our dealers in that city. Mr. Hutchinson is at the present time President of the concern.

about two-thirds of their lumber comes to them by water. At the present time they are one of the largest retail concerns in New England, and have had as many as twelve vessels waiting to dock at one time.



HUTCHINSON LUMBER CO., LYNN, MASS.

1. Samuel C. Hutchinson, Pres., and Son. 2. H. J. Harding, Vice Pres. and Gen. Mgr. 3. Ships Bringing Lumber. 4. Unloading at Wharf. 5. Off with a Load.

During the time that they have been in business they have seen many changes, both in the way of doing business and in the products used in building. At first they had as many as fifty horses doing work, but at the present they have only two, the others being replaced by motor trucks.

The yard is located on the water front so that

In 1920 H. J. Harding, who has had a wide experience in the lumber business, joined the concern as Vice-President and General Manager. Both Mr. Hutchinson and Mr. Harding are prominent in the affairs of the city, and we have it on good authority that Mr. Harding, when not concerned with the cares of business, is an expert on the golf links.

BUILDING & ROOFING DEALERS WHO VISITED THE PLANT DURING 1923

During 1923 there were an unusual number of visitors to our East Walpole and Norwood plants.

A record was kept of those who came specially to see our roofing mills and among this large number were the following:

Mr. Hutchinson and Mr. Harding of the Hutchinson Lbr. Co., Lynn.
Mr. Greenleaf of the P. W. Wood Lbr. Co., Worcester, Mass.
Mr. Green of the Bryan Hdwe. Co., Westfield, Mass.
Mr. Wilson of the Wilson Lbr. Co., Concord, Mass.
Mr. Bickford and Mr. Howard of J. H. Tolles & Son, Nashua, N. H.
Geo. F. Mathews of Hudson, Mass.
Mr. Kimball of the E. E. Smith Co., Lowell, Mass.
Mr. Dowd, City Hardware Co., Leominster, Mass.

Mr. Pavey, Sealtite Roofing Co., Fall River, Mass.
Mr. Stone, H. J. Stone & Son, Shrewsbury, Mass.
Mr. Fox, John O. Fox Co., Putnam, Conn.
A. C. Freeman, Whitman, Mass.
Mr. Smith, Taunton Lbr. Co., Brockton, Mass.
John T. Reid, Grafton, Mass.
Mr. Brown, Meech Brown Grain Co., Colchester, Conn.
Mr. Pope and Mr. McCarthy, Pope Lbr. Co., West Roxbury, Mass.
Wm. Harlow, Robert Harlow and Mr. MacDougal of W. H. Harlow & Son, Hyde Park, Mass.
Mr. Jordan and father of J. W. White Co., Lewiston, Me.
W. A. Fuller of W. A. Fuller & Son, Clinton, Mass.
Mr. John and Mr. Chas. Parker of the Parker Rfg. Co., Springfield, Mass.
Mr. Dean of the Dean-Penney Co., Brockton, Mass.
Samuel Pill, Hyman Pill, Mr. Missioner and Mr. Levenson of Pill Bros., Cambridge, Mass.
John Fuller of W. A. Fuller & Son, Clinton, Mass.
Mr. Redman of Redman & Russell Co., Lowell, Mass.
Mr. Mahon of J. J. Mahon Co., Pawtucket, R. I.
Joseph Grossman of L. Grossman & Son, Quincy Adams, Mass.
Mr. Steffens of A. J. Steffens Co., Newtonville, Mass.
Mr. Pomeroy, Bryan Hdwe. Co., Westfield, Mass.
Mr. Moore, Waldo Bros., Boston, Mass.
Mr. Ritchie, Pierson Hdwe .Co., Pittsfield, Mass.
Mr. Eliason of J. T. & L. E. Eliason, Inc., New Castle, Del.
Chas. Davison, Lake Charles, Louisiana.
Mr. Letendre of J. J. Moreau Co., Manchester, N. H.
H. B. Parker of C. H. Parker & Son, Coldbrook Springs, Mass.
Mr. Saabye, Purchasing Agent, Boston & Maine R.R. Co.
Mr. Liston and Mr. Lang of the Liston Lbr. Co., Everett, Mass.
Mr. Smith and Mr. Coates of the E. E. Smith Co., Lowell, Mass.
Mr. Doyle of the Central Hdwe. Co., Fitchburg, Mass.
Mr. Todd and Mr. Curtis of Wm. Curtis Sons Co., Mattapan, Mass.
Mr. Carey and Mr. Sutherland of Barney & Carey Co., Dorchester, Mass.
Mr. Stearns, Jr., Mr. Tenney, Mr. Reyzl and Mr. Woods of A. T. Stearns Lbr. Co., Neponset, Mass.
Eugene Tremblay, Marlboro, Mass.
Mr. Broadberry of Geo. H. Locke Co., Milford, Mass.
Mr. Moreau of J. J. Moreau Co., Manchester, N. H.
Mr. Lewis, Dix Lbr. Co., No. Cambridge, Mass.
J. A. Richardson, Billerica, Mass.
Mr. Tarley of the B. F. Tarley & Co., Inc., Brooklyn, N. Y.
Mr. Brydle of Brydle Bldg. Mat. Co., Jamaica, L. I.
Mr. Hulse of Tilo Inc., Somerville, Mass.
Mr. Lietz of Tile Inlaid Rfg. Co., Buffalo, N. Y.
Mr. Hillhouse of Hillhouse & Taylor Co., Willimantic, Conn.
Mr. Phillips, Phillips & Webb Co., Westbrook, Me.
Mr. Cook, Newport Rfg. Co., Newport, R. I.
A. R. Brais of A. R. Brais Co., No. Attleboro, Mass.
Mr. Kelley, Pine State Rfg. Co., Portland, Me.
Mr. Inman, Foxboro Coal Co., Foxboro, Mass.
Mr. Tilden and Mr. Richards of the Manchester Lbr. Co., So. Manchester, Conn.
C. D. Donavan, Millbury, Mass.
Mr. Drown, Merrimac Lbr. Co., Amesbury, Mass.
Party of 17 from the Treat Hdwe Corp., Lawrence, Mass.
Party of 25 from the Tri-County Lbr. Dealers Association.
Party of 55 of the greater Boston Lumber Trade Club.

It was a source of great pleasure to welcome all these visitors to our plant and we hope that during 1924 many more will pay us a visit and see our products in the process of manufacture. Those who buy from our competitors are as welcome asour regular dealers.

Building & Roofing Sales Division.

OUR MOVING PICTURE

Premier Theatre, Norwood, April 9 and 10

The moving picture showing the process in making roofing and floor covering is ready to be shown in New England theatres beginning next month. As you probably know, this is one of a series of twenty educational pictures produced under the direction of the "Boston Post" in a campaign for the advancement of New England interests. The paper is offering prizes, amounting to $10,000, for letters on "What pleased me most in this picture." Our picture, together with others in the series, will be shown at Norwood. Mark the date and plan to get a prize.

SOUTHERN BUSINESS IN JANUARY

The total shipments of Building & Roofing products for both Eastern and Southern Divisions in January, 1924, exceeded the shipments of any January in the history of the organization, with the exception of the month of January, 1917.

In the South business has been coming in at an excellent rate.

Mr. Van Hoy in Maryland and Delaware has been securing new accounts right along.

Our salesman in West Virginia, Mr. Waddell, has just lined up the Logan Hardware Company of Logan, West Virginia, and allied companies. This company is probably one of the largest dealer organizations in the South.

Mr. Blair, in Virginia, is securing a nice volume of business and our old friends, C. A. Nash & Son of Norfolk, seem to be enjoying a good business, since they have purchased three times as many American Twin Shingles so far this year as they did last.

Industrial development continues at a rather high rate in both North and South Carolina and Mr. Brooker is enjoying excellent business in these states. The Oettinger Lumber Company of Greensboro, N. C., purchased 23 carloads of our products last year and the prospect is for larger business this year.

Building activity in Florida is especially active and conditions in Georgia, as a whole, are much improved over last year. The orders coming in from Mr. Chittenden, our salesman in these states, reflect the improved conditions. Mr. Chittenden has just established our line in St. Petersburg, Fla., with the McCormick Hannah Lumber Company, one of the largest lumber companies in the state.

During 1923 there has been practically a solid 30% increase in sales of automobiles in the South over the year 1922. This is one of the best indications of the purchasing power of a given locality. Furthermore, in all the Southern states there has been a gain during 1923 over 1922 in the value of farm products. This gain in percentage increase is as follows:

Maryland	6% Gain	North Carolina	29% Gain
Deleware	13% "	South Carolina	68% "
West Virginia	12% "	Georgia	13% "
Virginia	7% "	Florida	50% "

And, furthermore, the prospect for the next few months at least, is that conditions will remain good throughout the South.

This year we have established a quota system in the South and we think that every salesman should be able to equal if not exceed the quota set for him. On the average, about a 10% increase has been given in each territory. Considering the increase given in the light of the purchasing power of the South, as indicated above, each salesman should really go way beyond his quota.

Don't hang Safety in the locker with your overalls. You need it on the street and at home.

Listen to the Safety rules or you may listen to the ambulance gong.

"Hands off" sometimes means "fingers on."

SUGGESTIONS

It hardly seems possible that a new year could start off as poorly as 1924 did in the number of suggestions submitted for consideration. We are wondering if everyone worked so hard getting in their suggestions to compete for the 1923 Grand Prizes that the fund was exhausted, and we must wait now until new inspirations come. Just twenty-nine new suggestions were submitted for the February meeting of the Committee, and only three of these were accepted. There were eight accepted suggestions all together, but the other five were held over from preceding meetings and go with the figures for 1923.

It is interesting to note that, in 1923, there were 492 suggestions submitted by employees at the Main Mill, Norwood and Phillipsdale plants. Of this number, 121 were accepted. This is nearly 25%, an exceptionally high percentage.

Of this large number of accepted suggestions, however, none were of unusual merit, no special prizes were awarded and no patents were secured. Let us see if 1924 cannot bring forth some more worth while suggestions that will be worthy of special award. And don't forget the special prizes for 1924—$100 for the best suggestion submitted and $50 for the next best. Surely they are worth working for.

The eight suggestions accepted at the meeting on February 6 were as follows:

Hooks on crane cables.....Allan J. Hill, FFN
Guard on collar on pulley James Loughman, FBP
Relocation of ladder.....James McComb, FFF
Collector shoes for Crane.Harold R. Miller, FBE
Patter arm rod in FXK.D. H. Regan, Sr., EMM
Water tube on oil tanks
in paint shop.....George L. Staples, FFC
Hanger at FBPM6.....D. Treventi, FBP
Guard on screen pulley
belts.....Alex. Urbanow, FFN

The suggestion for a hanger at FBPM6 was submitted by Mr. Treventi in 1923 and so brings his total for that year up to eight instead of seven as reported previously. We certainly congratulate him on his excellent record.

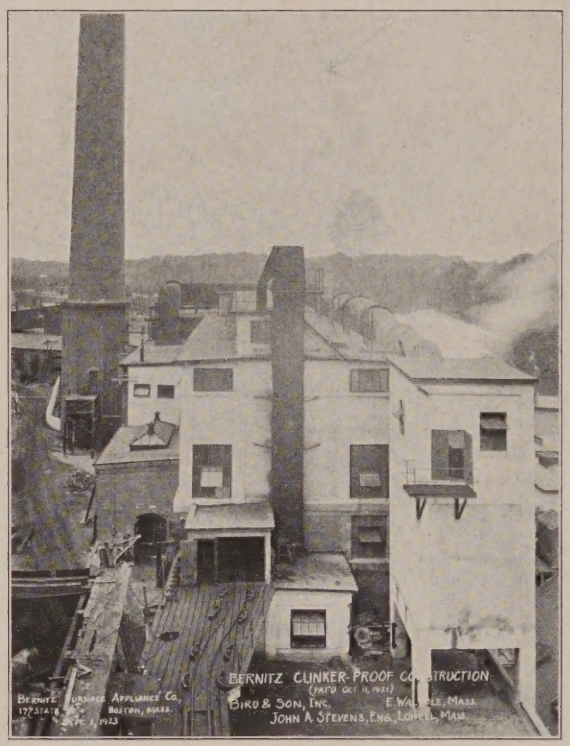
BOILER HOUSE DEVELOPMENT

Since 1921 the Engineering Department has been busy on the development of the boiler house into a modern plant capable of furnishing the enormous amount of steam needed to operate our machines and to heat the plant.

Late in the fall the fourth 823 h. p. Stirling Boiler, the last link in the proposed boiler room development, was installed and put in operation. This boiler has a normal capacity of 1400 h. p., and is a duplicate of those installed in 1921 except for minor refinements which have been made in the equipment. The boiler is equipped with a 9-retort Riley Stoker with steam engine drive. Coal is fed by gravity from the filter bunker through automatic weighing scales into the stoker hoppers.

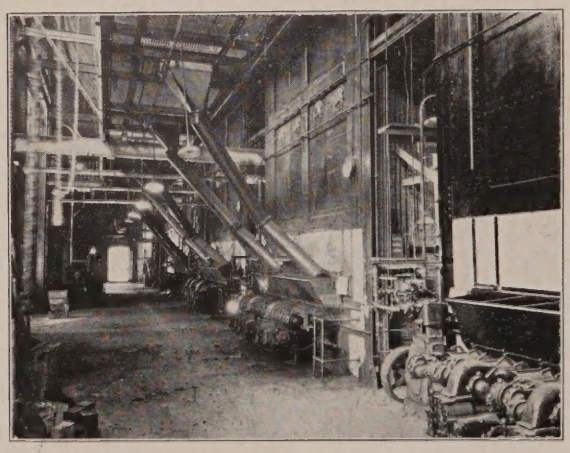
All the boilers in the room are now equipped with engine-driven automatic stokers, which is a vast improvement over the old way of stoking by hand.

The steam generated in the boiler room is used in two steam turbines for developing electric power for the Main Mill, and also for current which is stepped up to a high tension transmission line and carried to the Building & Roofing and Floor Covering plants for their manufacturing processes. It is used, too, for seven steam engines driving paper machinery and three engines driving various beater rooms. In a day, practically four million pounds of water is evaporated into steam in this boiler room and approximately 190 tons of coal are required to do this, which is a



East End of Boiler House, Showing New Coal Elevator and Ash Bunker

far cry to the time, some thirty years ago, when all the coal needed for a two-day run could be wheeled to the boiler room in two hours. In 1920, before the new boiler room equipment was installed, the maximum amount of coal burned daily was 150 tons.



Interior of Boiler House, New Boiler Installation at Right

Our present plant would generate more than the amount of steam generated in an economically run power station which would furnish light and power to a good sized city. The plant is about the size of that of the Salem Elec. Light & Power Company's plant, which furnishes electricity for the City of Salem and suburbs.

A SAFETY APPEAL FROM OUR INSPECTOR

My position as Safety Inspector calls for constant vigilance in all parts of the mill. At all times I must be on the watch for points that may cause an accident in some way. I have been running my feet off, hunting for projecting set screws in shafting and unguarded machinery around the mill. The Safety Committees have helped round up every dangerous place and yet we continue to have accidents.

But just look over the list of accidents for one month and see what causes them. In not one case is the accident due to dangerous places. Every single one is due to carelessness. Won't you help make our record better so that we may have something to show for our hard work in keeping our plant safe?

Take the January accident report. One chap stepped on a nail and another strained his arm. There were two cases of dropping heavy things on the foot and two of strained back. One fellow fell over a plank left standing against a post and another twisted his ankle on the rails in the Print Room at FF. One fellow got a steel sliver in his finger, did not go to the nurse but had someone else take it out, and infection followed.

Each one of these fellows will be careful now. But is actually getting hurt the only way of learning the Safety Lesson? Can't the rest of us profit by the experiences of those who have been hurt?

Help us cut down the number of avoidable accidents. We hope we have found all the projecting set screws and we are looking around for other causes of accidents. But the one big cause seems to be YOU.

Frank Fisher.

THE COST DEPARTMENT—WHAT IS IT?

How many of us are there who could give an intelligent answer to this question?

A member of the Sales Force might say, "That's the place where they dig up every possible item that can be called a part of the cost of the thing I have to take into the open market and sell. I have got to compete with the boys whose companies do not tie themselves down by knowing just how much a thing costs as long as they can get the order at a figure which they think will show a profit."

The answer from a mill foreman might be, "What's the Cost Department? Oh, they are a bunch of fellows and girls up there at the office who expect me to produce a lot of red tape records and reports at the same time I am trying to make a showing by producing real stuff. They are a fairly good crowd but they never seem to be satisfied, because they are always digging up some new dope for me to given them in addition to the information I have to give them already."

The Cost Department fulfills three definite purposes:

1. Costs for Determining Profits.

The Cost Department is a branch of the Accounting Department and produces actual cost figures used as a basis for periodic statements showing the management which are the most profitable products to produce and push.

2. Predetermined Costs for Setting Selling Prices.

The Cost Department furnishes monthly estimated costs of the various standard products manufactured. It also predetermines as near as possible the cost of a special or new product.

The Sales Department uses these cost figures as a guide in setting selling prices.

3. Cost studies for Economy of Manufacture and Overhead of Business.

The Cost Department prepares reports showing the actual cost as compared with the standard cost of regular products. It endeavors to call to the manufacturing department's attention any unfavorable conditions which are not in keeping with efficient or economical production. This information assists the manufacturing department to maintain a high standard.

Special studies are also prepared to assist proper control of the Administrative Branch of the business.

The results of a Sales Department are judged by the net profits realized on its sales. The Cost Department should assist the Sales Department to make a satisfactory showing by predetermining as accurately as possible the true cost of articles to be sold. The Cost Department also calls the Sales Department's attention to articles which are being sold at no profit or possibly at a loss.

The value of these reports, studies, etc., depends upon the accuracy of their preparation; therefore, it is important that each individual throughout the office and mill reports or figures correctly any information on which these reports and studies will be based.

In addition to the functions noted, the Cost Department accumulates charges for the upkeep and operation of the plant as well as the cost of plant additions or improvements. The preceding paragraph on accuracy particularly applies to this function as machine rates, which form a large part of our costs, are largely governed by maintenance charges.

It is hoped that this brief outline of the Cost Department's activities will give us all a clearer idea regarding one of the many departments which are striving to make and keep Bird & Son, inc., a leader in its field.

THE COST ACCOUNTING DEPT.
Back Row: Frank Larrabee, Roy Springer, Ernest Coleman, Eben Johnson, James Maher, Howard Whitney.
Front Row: Marion Tolman, Hope Spiers, Harriet Anderson, Ethel Cook, Beatrice Foster
(NOTE) Walter J. Connolly and John M. Ahearn have joined the department since this picture was taken.

YOUR THREE-FOLD JOB

If you are an employee in a large company, you have a three-fold job.

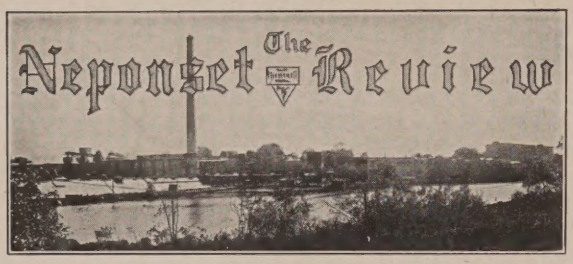
1. *You are a Worker.* You have certain definite things to do for which you receive your wages or your salary.

2. *You are a Teacher.* As a member of the company you must teach the employees who are lower than you are. You are part of the educational staff of your company.

3. *You are a Learner.* You are gathering new information from the employees who are above you. You are fitting yourself for a higher job. You are thinking of the future as well as of the present.

So, don't forget that you are three things—worker, teacher, learner. Your personal progress in your company will depend mainly upon your success in these three different lines.

—Selected.



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The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

The moving finger writes; and having writ,
Moves on; nor all your piety nor wit
Shall lure it back to cancel half a line,
Nor all your tears wash out a word of it.
—Omar Khayyam.

REPUTATION

The greatest and best asset a firm or individual can possess is reputation.

It is better than capital because it is the creator of capital. It embodies character, honesty, truth, fair dealing, and a fulfilment of promises.

With such attributes, any firm or individual is reasonably bound to succeed and prosper. Without them, they may achieve a temporary success, but it will be short lived. Reputation alone sustains a firm, an individual, or a product.

We are surrounded by proofs of this. It is a natural human trait in all sensible people to deal only with houses and individuals of repute, as a safeguard to one's own interests. We deal only at stores where we know we can get the best value for our money. We buy only those articles which have a reputation for being honest goods, always reliable, because uniform in quality.

On the other hand, there is a perfectly natural inclination to avoid dealing with people, or at stores, of doubtful reputation, and to refrain from buying goods that have not a guaranteed name.

The PROVEN article is what we want, and for which we have no hesitation in giving our good money. We ask for it by name, knowing that reputation is behind it. We feel perfectly safe in ordering it by name without even seeing the goods, because we know that the name alone is its guarantee.

This justified confidence is exemplified in BIRD NEPONSET PRODUCTS. Our trade mark stands for quality, high grade materials, good service and efficient workmanship.

The name of Bird's Neponset Products may not be magical but it is eminently honest and so long as every fellow-worker of Bird & Son sees to it that our high quality, good service and high grade workmanship is maintained, just so long can we successfully meet the many competitors in our line of business.

CO-OPERATION

A Thinklet on Together-ism

This topic is chosen for the many readers of the *Neponset Review* to think about this month with full knowledge of its triteness and the possibility of its being considered an overworked mine, one that has perhaps petered out.

There is at least one man who does not think so. I have read and thought much, written and spoken some, for many years on co-operation as a purely academic subject, as a sane and sound ideal of human relationships, and as a practical necessity in business.

I know a chap who carts gravel with a one-horse dump-cart. His English is not good. He has learned it by hear-say. He has heard drivers of two-horse carts urge their horses to an even start and so, with much fervor, he encourages his single horse to do his best by the one word, "Togedder!" How one horse or one man can work "togedder" we do not know, but two or more horses or men on the same job *must* work together in order to accomplish anything.

If you have ever worked with a partner on the other end of a cross-cut saw, you know the difference between the one who co-operates and the one who not only rides but drags his feet.

Co-operation means simply working together. The academic is the point of view of all the facts. The idealist view is that of need or of what ought to be. The man who "kids" himself on being practical is very apt to see but a part of the facts and to sneer at the idealist and call him a dreamer and a visionary; but the genuinely practical man of today knows of necessity the value of co-operation. He knows, as a matter of fact, that the structure of human society, of business and of industry, is based upon it. He knows, if he has any outlook at all beyond the end of his own nose, that if human society is to be further improved, it must be brought about by a better understanding between and the working together of separate entities, be they individuals, classes, or nations. He knows that the old cut-throat slogan "Competition is the Life of Trade" is as dead as Banquo,

and that these times mutual understanding, good will and co-operation plus brains and hustle are the prime factors of good business: and the veriest amateur in manufacturing knows that the problem of problems is to organize departments, gangs, and machine crews who will work together to get things done.

It takes a certain amount of large-mindedness to be a co-operator. The man who does not know how his work dove-tails into the whole works, who does not take some measure of pride in it, who sees only his own pay envelope and who deliberately does as little as he can get away with for his stipend, gives evidence of little-mindedness. He does not fit into an efficient organization and an organization that does not rid itself of such shows its inefficiency.

Another month, we would turn this topic around and think in some detail of what co-operation has already accomplished and what it yet may do.

H. E. R.

HEALTH COLUMN

UPKEEP AND REPAIRS

The human race pays a staggering upkeep and repair bill every year.

Figure the cost of all the hospitals, infirmaries and sanitariums, figure the income of all the doctors and the nurses and dentists and specialists and you will begin to understand how great it is.

And a large part of it is quite unnecessary.

People who are careful of their diet, who take enough exercise and who live clean and wholesome lives are not bothered much with repair bills.

Those who drive their bodies as reckless chauffeurs drive motor cars are the ones who keep the race's repair and upkeep at a staggering figure.

The materials with which your body is built will last for seventy years or more if you take care of it, bar accidents of course.

And any doctor will tell you how to care for it.

Your share of the big repair and upkeep bill can be cut down.

It may cost you a little self-indulgence, but it will be well worth it in the end.

John Blake.

!! AN INTERESTING EVENING !!

The Hospital Will Present

"How You Catch Cold"

A Pantomine in Five Scenes

at

Bird Hall Tuesday Eve. March 18

Our Movie Will be Shown after the Health Show

Library

"Life is too short for the reading of poor books."

We have subscribed for a booklet which promises to be of much interest, particularly to those who wish to break away from desultory reading habits which may consist merely of the perusal of the newspaper and current magazines, or now and then one of the "best sellers." It will be especially welcome to those who wish to become more familiar with what is greatest in literature. This reading guide suggests a daily course in reading for each day in the year. A systematic plan has been worked out and books from the best works of the greatest authors the world has ever known are recommended. If the plan is assiduously followed, devoting to it about one-half hour each day, a better acquaintance will soon be made with the masters in literature.

Authorship in general has been an unprofitable profession from earliest times. Many of us recall the trivial sum Milton received for Paradise Lost, about fifty dollars in our money. The novelist has been the most successful financially, because of the greater demand for his work, and because he could rely upon the profits from his book,—its dramatization perhaps, and the chance of its being run as a serial. Now it is possible for him in addition to enjoy an income from its use in motion pictures, and an attempt is being made by the Society of American Dramatists to regulate broadcasting these plays through the radio, so that protection may be given the author which will yield still further profit.

Some of Our New Books

How to Sell Quality	Aspley
How to Build Mental Power	Kleiser
Elizabethan Sea Dogs A Chronicle of the Adventures of Sir Francis Drake and His Companions.	Wood
Seven Ages of Men: Short biographies of celebrated men from Aristotle to John Wesley. This is by the author of Mirrors of Downing Street.	
Story of the American Merchant Marine Its history from the beginning with a brief account of early ship building in the Colonies.	Spears
A Woman's Journey through the Philippines An interesting description of the life and customs of the natives.	Russell
Secret of the Sahara An absorbing account of this little known area.	Forbes
The Fool: a play in four acts It deals with the question of capital and labor.	Pollock
Norwegian Towns and People A short and interesting picture of some of the great fjords and rugged valleys, and an accurate sketch of the spirit of the people.	Medill

Some Good Stories

The Exile of the Lariat	Willsie
Pointed Tower	Thompson
Daughter of Adam	Harris
Pelham Affairs	Tracy

Notes from the Plants and Offices

MAIN MILL

George Doderer rises to remark that you can bring on your hurricanes. He has built a henhouse that will withstand them all. Besides there are others. He heard of a house over on Summer Street that lost its roof during the last storm.

We are all glad to see Mike Burke back on the job. He gained weight so rapidly during his convalesence that he has a couple of suits for sale.

Regardless of what the ground hog saw, the Main Mill folk know spring is close at hand, for dandelions have been picked already. No, we don't know where, but who would doubt the veracity of a paper maker?

WHO'S WHO?

Jim O'Donnell who helps Arthur Smith to keep things straight on the Stock Handling platform of the Main Mill. Jim has been with us since April 1922, and is popular with all his associates. In the World War, he was a member of the 1st Division.

John Ready is official Social Secretary for the Main Mill.

It seemed good to have Tom Maguire in to pass the time of day with us recently.

At last it has been discovered—true brotherly felicity. Coleman Howe and Dennis Lowney put all the tales of close harmony in friendship quite in the shade. 'Tis rare to find such perfect agreement, very rare.

The new Shartle beater which was started last month continues to perform according to specifications. At the present time it is furnishing all of the stock for body on No. 5, which means the elimination of two Allen engines.

The radio fans all listened in on President Coolidge's speech at New York the other night.

Tommy Morris has moved bag and baggage, not to mention desk and waste basket, up to the sanctum of John Curran and Jim Kivlin. Just to be in style he brought his own plant with him. It is sad to relate, but it is nevertheless true, that the plant which Jim promised to have in blossom by Easter has departed this life.

No, we're sure that isn't a dirty smootch on Louie Verrochi's upper lip. We strongly suspect that in time it may be a moustache.

BOX SHOP NOTES

Mr. Goodspeed and Al Kendall are rapidly getting used to their new quarters. The mill office isn't the same at all without them.

It seems good to have Eva Dower back in the office again. She is helping Mr. Goodspeed in his scheduling.

We all extend our sincere sympathy to Evelyn Tarchea, of the Flower Pot Department, who recently lost her sister.

MAINTENANCE NOTES

The Maintenance divisions of the Main Mills Building and Roofing, and Floor Covering Plants held a very enjoyable get-together dinner at the United States Hotel recently. Fred Duncan fostered the movement with great success. After dinner all the boys joined in singing, accompanied by Herb Jepson on the piano. For a few moments we all thought that Fred Duncan would have to make a hurry-up trip back to East Walpole as the result of a mysterious telephone call. It proved to be a little joke between Charlie Conrad and Ben Rogers, who were in the party and Steve Smith at the other end of the line. After seeing a show the party was declared a huge success and another is looked forward to next year.

A few days after the get-together meeting, the boys in the shop started talking of one. Dave Regan, Sr., and Geo. Wallace were the promotors. As yet nothing has materialized. What's the matter?

Emil Sigmund says he's off buying any more theatre tickets.

"Bud" Fisher is strong for the Nash car. A new six has superseded his old four. Certainly a fine-looking outfit.

Nel Boulter, who was taken ill this past month, is rapidly recovering and we expect to see him back with us again soon.

The trees along the river are getting trimmed up. This will greatly improve appearances.

Patrick Hessian's wife has been seriously ill with blood poisoning. We all hope for her rapid recovery.

Erick Larson, who had his "Lincoln Junior" in the garage for 2 weeks undergoing repairs, spends every noon hour tuning it up. He thinks they put a governor on it as it refuses to travel over 50 miles per hour any more.

Fred Duncan and Leonard Crooker are looking forward to a trip to the theatre, preceded by a regular dinner at the United States Hotel, all at the expense of Harry Hudson and Harry Young. For the past several weeks this quartette has been playing cribbage to discover which was the better team, and Fred Leonard finished last week with nearly 600 points to the good.

BUILDING & ROOFING

February 5th, 6th, and 7th, No. 7 Machine broke the record on Universal Roofing. Fulton and Sego certainly can make things move fast.

Wm. O'Donnell's brother passed away last Friday, February 8th. Bill has our sincere sympathy.

John Caulfield has surprised the whole plant. A brand new baby boy.

New cars still keep coming. Francis Smith has a new Chevrolet sedan and John McAleese shows a handsome Maxwell.

BUILDING & ROOFING FOREMEN

Front row l. to r. Chas. G. Watson, Michael H. Sheehan, George E. Smith, Eli Chamberlain, Supt., Donald B. Kimball, Robert Smith
Back row l. to r. Richard J. Stoddard, Herbert C. Jepson, Howard E. Everett, Harry A. Dresser, Robert Roy

Our dog dealer, Harry Dresser, is offering Scotch collie puppies for sale at bargain prices.

Our motor-driven shaper is now installed in FBM Machine Shop. As a labor-saving device such machinery is greatly appreciated by the millwrights.

Warren Manson tried the old trick of running his car without gas. Can't be done, Warren.

Harry Dresser has lost that handsome and instructive

calendar that decorated his office. Somebody was thoughtful enough to mail it to his wife. She promptly put it where Harry can't find it.

Clyde Bassett discovered, when ready to go home one night recently, that the coat he put on was too small, and he found that he had noticed it had been tight for several days. Somebody else owned the coat. Where did he change it and not know it for several days?

Don Kimball, PBL, has been visiting other plants during the past two weeks, going as far West as Chicago.

John Foley, FBJ, our Inspector General, is in hot water. Kimball issued instructions to do some reporting weekly.

Broadway — Floor Covering Plant

Geo. Smith instructed him to do it daily. We all know that John is one of the most obliging men and tries to please everybody, but says it's a tough job. He illustrates his point in this quaint anecdote.

"When I was a b'y in the ould counthry, a father and his son were riding a jackass to town, the father in front and the son behind. A neighbor said, 'Shame on ye, two min on the poor jackass!' So the father got off. Soon they met another who said, 'Shame to you, lad, to let your poor old father walk!' So the father mounted the ass and the son walked. Another passer-by said, 'Bad cess to ye, a great grown man riding on the poor little jackass! 'Tis yourself should carry him instead!' So they cut a sapling and swung the ass upon it and carried him along till they came to a bridge when the son slipped and they all fell in and the jackass was drowned."

John says this proves that you can't please everybody and if you try it you will lose all you have, temper and patience included.

Pat Reardon from No. 1 Machine has been laid up for several weeks with sciatica.

There are several disciples of Ike Walton in FBP, but none more ardent than Elmer Eklund from No. 1. He believes, however, that it doesn't always pay to go after 'em on a Sunday. Coming home from his particular rendezvous last Sunday, he skidded on the icy road and crushed the rear wheel of his Nash like an egg shell. Rather expensive fish!

Ruel Fulton has one particular question that so far has remained unanswered in spite of his endeavors to find out from a crystal gazer. If you ever find out, please let us all in on it.

We all extend our sympathy to Mike Damulus of No. 6 on the loss of his newborn babe a few weeks ago.

Frank Sego is back in his old stronghold on No. 7 after six weeks' siege, part of which was spent in the Norwood Hospital. It was some bump and we trust he will feel no ill after-effects.

Overheard at the shingle cutter: "Picking up individual shingles is like chasing bedbugs over a blanket." Wonder what Tom knows about it.

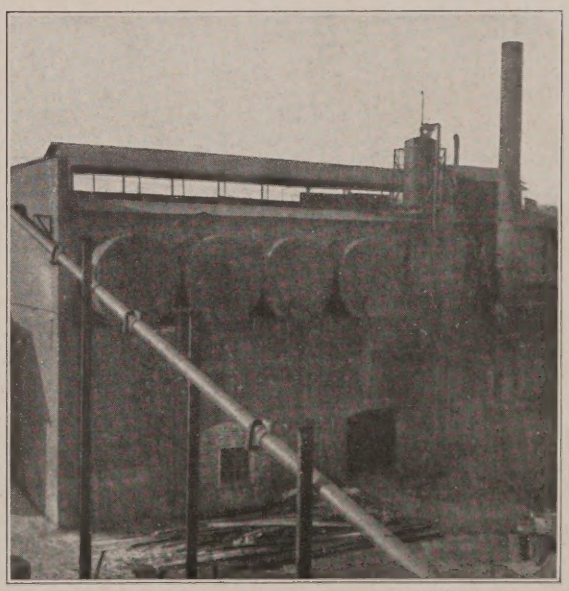
COMPLETED ASPHALT STORAGE SYSTEM AT OUR NORWOOD PLANT

The Building & Roofing Plant has just completed and put into operation new equipment for storing and handling the asphalt used for coating, and the saturants which are prepared in our asphalt blowing stills.

The equipment consists in four large storage tanks, each having a capacity of more than fifty tons of asphalt. These four storage tanks are located in our Kettle House at a high enough elevation so as to supply the machines by gravity flow. Steam jacketed asphalt lines connect the blowing stills with the new storage tanks and with the machines. The tanks are heated by means of circulating oil.

We now have what we consider an ideal layout for our asphalt handling and preparation. We are equipped to blend and store asphalts to meet the requirements of our many high grade products. Since our whole endeavor is to manufacture quality products we are not equipped to make cheap materials, but we feel we have the last word in equipment for manufacturing our line which includes Neponset Black Building Paper, Paroid Roofing, Floor Covering Felts, Artcraft Roofing and Neponset Shingles.

One of the new storage tanks is used exclusively for the coating for our Neponset Black Building Paper. Another of the tanks is used for floor covering saturant which is specially prepared in our asphalt converting plant. The next tank is used for our Paroid Coating, and the fourth tank is used for coating for shingles and Artcraft.



Asphalt Storage Tanks

The change-over from the old system to the new has been accomplished without disturbing the operation of the plant excepting for a short shut down while connecting up the steam jacketed lines. This change-over was under the direction of Francis W. Smith, Engineer at the Building & Roofing Plant.

FLOOR COVERING

Finishing Room has again broken all records. Up to date, 1923, the score was 188 rolls of 12/4 finished in nine hours and 194 rolls of 8/4 finished in nine hours. On January 24, 1924, 200 rolls of 12/4 were finished in eight and two-thirds hours and 210 rolls of 8/4 in eight and two-thirds hours. Then on February 14, 1924, they handed us a valentine by finishing 203 rolls of 12/4 in eight and two-thirds hours.

Mr. Huggard says that he's sick and tired of looking at Finishing Room records. He has figured out that the Printing Department ran in one calendar week during February the equivalent of sixty miles of floor covering, six feet wide.

Frank Carchedi of FFD wears a smile that looks like that of the famous cat in the advertisement of "Charlie's Aunt." He is the daddy of his first boy.

Joseph Jalia, one of our big, husky, strapping yard gang, has taken the plunge into married life. Congratulations, Joe!

"In the spring, the young man's fancy," etc. But has anybody heard of the FF Neponset River Canoe Club? We have the river, the willow trees to tie up to, and the disposition. All we need now is the canoes, the money to buy them, a house in which to store them, and the time to use them. It is just like the chap who owned a pair of suspenders. If he had a few other things, commencing with pants, he would be pretty presentably well dressed.

Latest Murder Scandal! How Pete Sword killed a

Jesse Ghen and His Viscosmeter

dummy cop in East Walpole Square. Ask anyone who knows.

Why is Ben Sodergren's hat called the "Shenandoah"? We are offering the prize of a new hat-pin for the best answer.

Congratulations to James Garner, FFB, on being the proud father of a baby girl.

BOWLING SIDE LIGHTS

The cream (spelled with a capital S) of Bird & Son's bowlers met at the Norwood Alleys Wednesday evening, February 13. "Leghorn" Hills and "Moe" Mason represented Department PL, while "Nice Feller" Wallace and Sam Gladding strived to hold up the honors for Department EF. Department PL came home with the victory by over 100 pins, and Department EF returned as the whipped cream.

The match between the Pattern Shop and the Drafting Room that was so highly advertised had to be postponed, as one of the pattern makers refused to bowl until the weather was so he might enter a bowling alley and take his hat off without catching cold.

One of the members of Department PL at the bowling match the other night said that if "Leghorn" Hills just stepped up to the alley and went thru the motions of bowling that all the pins would fall, thereby saving the pin boy the trouble of sending the balls back. We wonder if he thinks "Leghorn" bowls in luck?

"WINDI-CITI-ITES"

Joe Miller came down from Milwaukee Tuesday with E. H. Wolfgram and C. A. Holmes of the Universal Roofing Company of that city.

Messrs. Sawyer and Westcott of our Floor Covering Division visited the mill Tuesday last.

We have one chap here in the mill that feels so much at home at his work that he wears his "house slippers" during working hours.

Miss Nellie Campbell left this week end. She was greeted at noon on Thursday with a "Surprise Luncheon" in the Girls' Rest Room. The table and room was prettily decorated with streamers and each girl presented Miss Campbell with some useful household gift. On her return from luncheon to her desk she found a silver electric coffee percolator together with tray, creamer and sugar bowl awaiting her as a gift from the office forces. She leaves with the best wishes of all to be married on Tuesday, February 15th.

Henry Morman, our Chief Engineer, has dieted so much of late he has several suits of clothes to dispose of reasonably.

Harry Hudson of East Walpole was a visitor to the plant this week. Harry was formerly a millwright at our East Walpole mill and had a hand in setting up the first roofing machine at what is now the Norwood plant.

"Shorty" George and his No. 2 Machine crew broke another production record this week on Neponset Twin Shingles. And, too, the "Time Down" and No. 2 Stock were very low, and he did not have a square of mill ends. On Saturday last "Shorty" and his crew had another "non-stop" run.

We are glad to welcome Miss C. McCormack into our organization. She succeeds Miss Bliss in our Stenographic Department.

Mr. M. L. Caton called up some of his former associates here at the office while he was in Chicago this week.

Mr. S. J. Shamberger of the Mountain States Roofing Company of Denver, Colorado, came in for a visit last Saturday to the mill and office on his return from our Eastern plants.

N. H. Foster, who is in the Built Up Roofing Sales Department of our East Walpole plant, spent several days in town with our Mr. Tuscher. Mr. Foster has had real experience in the game and his knowledge of this end of the business covers a wide range.

Joe Miller has sold 580 squares of B. U. Roofing to Kohler Mfg. Co. of Kohler, Wis. L. L. Williams has just closed 600 squares for the Detroit Electric and 300 squares of the Standard Oil Company in Detroit. Jesse Tuscher has closed a job of 600 squares on the Chicago Riding

TWO SMILING DAUGHTERS OF CHICAGO
Virginia Louise, daughter of E. R. Clarke and Caroline Hope, whose dad is Louis Freeman

Academy. Even the office men sell B. U., for B. J. Overholt grabbed off 280 squares for the Niagara Radiator Company of Chicago. Big Boy Williams sold 800 squares to the Indianola Compress Company of Indianola, Miss. These are a few of the large recent jobs obtained.

Messrs. F. H. Lawrence and C. C. Hughbanks, of the F. H. Lawrence Company of Oelwein, Iowa, visited the plant today. Mr. Lawrence, who has been in the roofing

contracting line for 48 years and makes it a point to inspect personally every finished piece of work his company does considers Bird's Built-Up Roofing a real product for service, low cost per year and a minimum of complaints.

Don Kimball, chemist at our Norwood Roofing plant, is visiting several plants hereabouts this week with Bob Thurston.

We are having a real old-fashioned New England winter here, which reminds us Eastern folks of the winters back home.

We enjoyed visits recently from Messrs. Rosner and Coleman of the Parafine Companies, Inc., of San Francisco, California, who were on their way East to look over various felt, roofing and floor-covering plants.

PHILLIPSDALE NOTES

While out riding the other evening with a friend, Frank Reed, our electric derrick engineer, had a very narrow escape. The machine in which he was riding collided with a truck and Frank went through the wind shield. It does not seem possible, but he was not hurt. The good luck sign must have been hanging on him.

Three more Radio Bugs—Mr. Pettengill, Henry Phelps and Fergus Christie—and they are three proper Bugs.

We wish to extend a hearty welcome to Phillip Burns, who is working under the direction of Mr. Phelps in DPC.

Our Safety Committee, if you take notice, is on the job, always looking out to eliminate dangerous places around the mill. "Safety First" is their password. They meet twice each month. At their first meeting they inspect the plant and at the next have a conference. The reports from East Walpole are gone over very carefully and nothing is left undone to increase the safety of the plant here. Rex Salisbury is chairman. If you see something that you think is not O.K., report to him.

Who won the Shoes? LUCKY GILL! He always was lucky.

Meet our shoe salesman, Clifford Howard. He sells the best shoes in town for $4.50 and you can't wear them out. Oh! they are great shoes. Yes, he has no ladies' shoes.

You certainly could not have failed to notice some of the boys walking around with their chests out and perhaps you wondered the reason why. Well, they are stockholders in this concern. Glad to see so many of the boys dip down. They know when they see a good thing. This is a case where two birds in the bush are better than one in the hand.

Every day in every way the weather is getting better and better. We think that some of the girls in DPG are getting the spring fever already.

MAIN OFFICE

The Accounting Department certainly will miss Bessie Hubbard, who has joined the Building and Roofing sales office staff.

Mr. Merrill is the proud owner of a very good-looking new Dodge sedan.

Harriet Anderson is leaving the Cost Division to take over Miss Hubbard's work in the Accounting Department. We wish her success in her new work.

Richard C. Floyd was the recipient of an unusual honor recently when he was elected, at the American Olympic Committee meeting in New York, manager of the American Olympic team which goes to Paris this coming summer to compete in the world Olympic Games which come once in four years. After careful consideration, he decided that he could not be away from business for the several weeks necessary and so he was obliged to decline. The whole thing came as a complete surprise, for he did not even know that his name was being considered.

We are glad to welcome Mildred Saitz to the Stenographic Department and James C. Blair to the Floor Covering Sales Division.

Mr. Kilham is back in the office and reports excellent business. He has his doubts about the advertising of that section, though. He looked and looked and not one crocodile did he see.

Winter was slow in producing any real weather but has made up for it in the last few weeks. Nearly all of the Main Office folk have taken advantage of the opportunity to get in some real winter sports.

MUTUAL BENEFIT ASSOCIATION

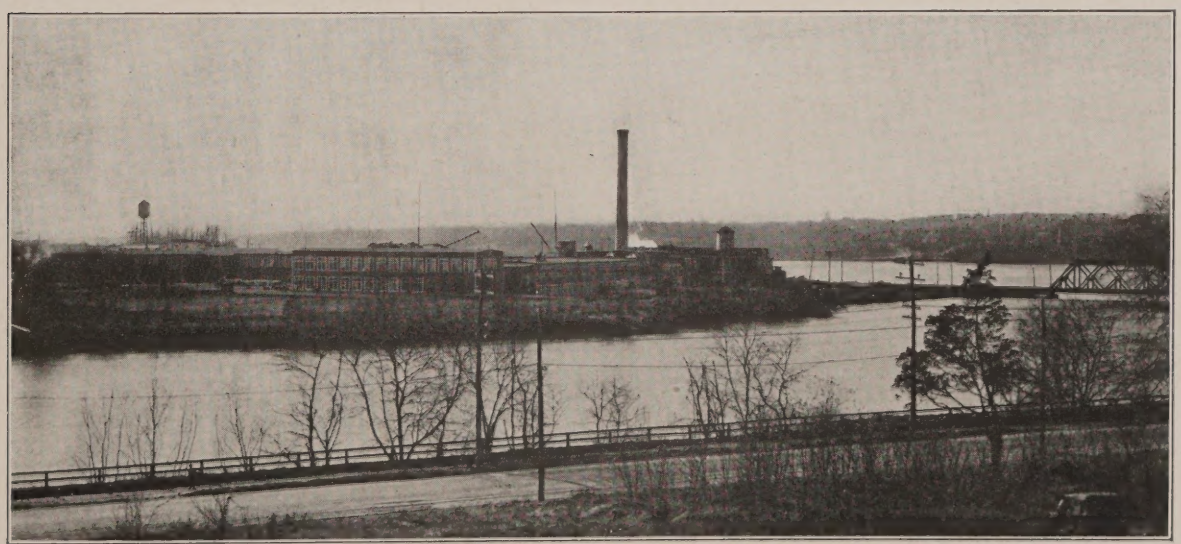
Number of Days, Benefit Paid during January

Week ending: Dept.	12/30	1/6	1/13	1/20	Total
DM	27	38	43	42	150
FF	21	16	14	14	65
FB	14	9	15	26	64
Office	29	14	25	21	89
FX1	23	35	45	49	152
FX2	7	7	7	7	28
EM	17	7	11	7	42
ER	—	—	10	7	17

Total 607 days—$867.15.

D. J. Cullinane, Sec.

Are you insured in the Safety Mutual? The premiums are only a little thought and carefulness every day and you and your family reap the benefits while you live.



Phillipsdale Plant, Taken from Omega Pond, Phillipsdale Side

CANADIAN PLANTS

The Ontario Retail Hardware Dealers Association, one of the strongest organizations of its kind in Canada, held their yearly convention here in Hamilton. Approximately 350 hardware store owners were here for the convention and, in order that all of these dealers or prospective dealers might have some idea of the manufacture of roofing, it was arranged that they make an inspection of our plant. A large delegation accordingly visited us and were conducted through the plant by Messrs. Mutch, O'Brien and O'Dell, each conducting separate parties so as to avoid crowding and confusion.

The roofing and wallboard mills were both in operation, as well as the asphalt blowing plant, and all were the source of much favorable comment. The roofing plant, where Neponset Twin Shingles were being run, was of particular interest. The making of these shingles was a revelation to most of the dealers since some of them had no idea whatever of how they were made. The manufacture of the dry felt, the saturation, coating and surfacing was all thoroughly explained so that it can safely be said that all went away with a far better idea of the roofing industry, and particularly of Bird's products.

We also had a very attractive display at the Royal Connaught Hotel, which was the meeting place of the Convention. Our display represented a show window, planned by Cliff Irwin, who also was in charge of it. Miniature cartons, each an exact reproduction of a roll of Paroid Roofing, were distributed at a smoker which was held in the evening, each carton containing a cigar and two cigarettes. Cartons containing chocolates were also given to wives of dealers who had a social affair in another part of the hotel.

It is with regret that the Ontario Division of the Sales Force are parting with A. C. Barnsdale, otherwise called "Barney," but their regrets are more than made up by the knowledge that he is stepping up a rung in the ladder of success and that he is not leaving the services of Bird & Son. Barney is leaving to take over the duties of Western Representative of Bird & Son and will head up the special work to be undertaken, such as putting over Artcraft and Shingles. The exclusive Western distributors of Bird's products are the Marshall-Wells Company of Winnipeg, etc., and Barney will have the task of breaking in all their hundred or more salesmen.

Incidentally the fraternal societies in Ontario also join with us in wishing him every success. He is at present the Grand Chancellor of the Grand Lodge of Ontario, Knights of Pythias, which is quite an honor in itself. He is also well known to all the other fraternal societies with which the K. of P. Society was associated in welfare work.

Bert Thompson, our Northern traveller, has just returned from a trip to England. Bert says England is all right, but give him Canada any day. There is a lot of unemployment, with foodstuffs remaining very high. The average working man makes about eight to ten dollars per week in our money, with butter and eggs as high as here and meat a little dearer. Bert was a major in the Flying Corps during the war, and married an English beauty while over there. They were over renewing acquaintances. Mrs. Thompson is remaining in England until April. The trip over was so rough that everyone on board ship was seasick, but the trip back was not quite so bad.

M. J. Fleischer, who previously covered the northwestern section of Ontario, is taking over the territory left vacant by the removal of A. C. Barndale to the West. J. McLennan, who specialized on paint, is taking over Fleischer's old territory.

The stork has been paying particular attention to the Bird Selling Organization during the last two or three months. Calls were made at the homes of Staples, Fleischer, Davenport, Main and Liffiton.

We welcome J. E. Levielle to the Sales Force. He will cover that portion of Quebec Province north of the St. Lawrence.

Charlie Liffiton has discovered other green pastures and has left us. Here's wishing you luck, Charlie.

We are all glad to hear that Reva Cheriton is home from the hospital and getting along so well. We hope it will not be long before she is back at her desk in the Credit Department.

Laura Stephenson, of the Advertising Department, is with us again after spending several weeks in California. She did not seem to appreciate the extra effort the weather man made to give her some real Canadian winter on her return. She was very much taken up with the sunshine down there, but we are wondering if there was not something more than sunshine that was the attraction.

We all extend our sympathy to Miss Jones in her recent bereavement by the death of her brother.

The Staff of the Manufacturing Office is greatly pleased with the new quarters.

We had only one accident during the month of January; this one with a duration of seven days. This is real good work; let's keep it up.

The Employees' Association report an increase of fourteen new members for the month. This is real encouraging news. Let's continue until everyone in the employ is a member.

The Five-Pin Bowling League is rapidly approaching the end of the first series, with the Neponset Twins well out in front, but even with this they are not safe.

The present League standing of the teams to date is:

	Won	Lost	Average
Neponset Twins	15	6	.714
Canadian Readys	10	11	.476
Artcrafts	10	11	.476
Paroids	7	14	.333

The next schedule games are as follows:

Neponset Twins vs. Canadian Readys.

Artcrafts vs. Paroids.

Some of the real contenders for the high individual averages are:

Ron Staples, whose average, to date, is 207. This boy is a son of our enterprising salesman of the Maritime Provinces, who is a real "go-getter," so the boy gets it honestly.

The next in line is Bert Page, with an average of 184. This man Page went up last Saturday afternoon to the alley and hit the old pins for one game to the total of 301, and consequently walked away with the prize given for the high single for the week. Let's hope he shows some of this form in the next League games, as the Artcrafts will need it to come anywhere near contending for high honors in the first series.

Others that will also be in the running are:

Mr. Cowan—average 159; Mr. Mutch—average 150; Mr. McNeil—average 153; W. L. Watson—average 149; and others.

Some of the young-bloods of Bird and Son took themselves and their lady friends to the bowling alley last Saturday afternoon; not only to get a little practice for themselves, but also to teach the said l.f. the game, with the result that there will be opposition in more than one family along these lines.

Our highly esteemed shipping foreman, Watson, has been endeavouring to make a rink in his back yard. In the midst of a January thaw, when it was raining extremely hard, he was not at work, probably trying to keep the water on his rink. On the same morning Bill Smiley was not in to work. Probably stayed home to skate on said rink.

Watson has been having a lot of fun in saying a lot of *funny* things during the recent snow storms, trying to keep the cars on the track while switching.

With the help of the C. N. R. conductor, he is going to make a railroad without tracks; they never use them, anyhow.

All the available storage space in the mill is filled with Asphalt Felt and Building Paper. We have run up a sufficient quantity of these to meet expected orders for the greater part of 1924. This was done in an attempt to provide work during the slack period in December and January. The plan has worked out very well indeed and incoming orders are such that the mill force may be assured of being kept busy from now on.

In the past paroid coating has been blended in the old Kettle House. The pump and elevator for charging the still are completed, and from now on coating will be blended in the still. This should result in a real fuel saving and a better plant.

INDUSTRIAL BOWLING LEAGUE

The race between the bowling teams representing the industries of Walpole is nearly over with the Multibestos sitting pretty in first place.

FLOOR COVERING CONTESTERS FOR BOWLING CUP
Charlie Flower, Steve Reardon, Ed Conlin, Tony Sansone, John Selden, Everett Breen

The real contest is for second place with the Main Mill and Floor Covering fighting for the honors. Next month we will have the whole story, including the names of the prize winners.

Standing of the Teams to February 12

	Won	Lost
Multibestos	39	13
Main Mill	35	17
Floor Covering	35	17
Grays	27	25
Fales	26	26
Hollingsworth & Vose	17	31
Lewis Mfg.	14	34
Building & Roofing	11	41

High team 3-string total, Main Mill 1468.
High team single string, Main Mill 521.
High individual 3-string total, Dine 345.
High individual single, Dine 136.

BOWLING

Interest in bowling is keen and nearly every night a battle is staged at one or the other of our local alleys between a couple of teams from the plants.

The Laboratory, pretty well puffed up over their victory over the Drafting Room, were ready to challenge all comers, but they have changed their minds since meeting the Bird Club team.

	1st	2nd	3rd	Total
Bird Club	418	467	422	1307
Main Mill Laboratory	411	456	404	1271

Mason, high single string, 115
L. Hills, high three string, 290

A picked team from the Bird Club gymnasium class took a team of resident members into camp the other night. Jack Alcott, Bill Koehler and Dick LaFountain starred for the residents, but they were slow in getting started and so were unable to overtake the lead the gym class had through the consistently good bowling of Hall, Dixon and Murphy.

	Total
Bird Club, Gym Class	1316
Bird Club, Residents	1272

Hall, high single, 111
Hall, high three string total, 297

BOWLING NOTES

PL Dark Horses Trample EF Wonders

The score tells the story:

PL	10 String Total	EF	
Mason	903	Gladding	849
Hills	963	Wallace	922
Total	1866	Total	1771

Only 95 pins!!
Official scorer, Bartlett.

Leander Hills, the little Napoleon of the PL bowling team, has taken up radio very earnestly since the recent defeat of the PL team by Burke's All Stars at Russell's Alleys.

CRIBBAGE MATCH, FEBRUARY 15, 1924

Paper Makers 50 Bird Club 48

A team representing the Paper Makers and a group of fans from the Bird Club met together in the Brigade Room for a battle royal. John Davis and Herman Nordstrom had things pretty much their own way until they ran into Bill Sline and "Tap" Geary to whom they lost both games. Sline and Geary captured the largest number of points and were awarded a box of ten cigars for their prowess.

The score tells the whole story:

Paper Makers

	Points Won
John Davis and H. Nordstrom	10
Wm. Boyden and Mike O'Brien	8
James Geary and James Smith	7
Patrick Egan and Jack McLennan	7
William Lewis and S. Markewicz	7
Mike McDonough and Pat. O'Malley	6
Walter Sword and Chas. Flower	5
	50

Bird Club

	Points Won
Wm. Sline and W. F. Geary	11
Fred Duncan and L. M. Crooker	7
Geo. Smith and C. D. Savage	7
Fred Plaisted and Thos. Crowley	7
Paul Guttormsen and B. D. Rogers	6
Herb. Badger and R. J. Stoddard	5
Harry LeClair and A. W. Mellin	5
	48

LAKE NEPONSET WINTER CARNIVAL

Many Bird & Son and Hollingsworth & Vose employees recently spent the week-end at a winter carnival held at Lake Neponset, and enjoyed the numerous winter sports, including the new fad of skate dancing on the moonlit ice.

One of the most interesting features of the carnival was the interpretive skate dancing exhibition of Mr. and Mrs. T. Mortimer MacGuff, a well known local couple.

Of the numerous sporting events held, Mr. Bert Anderson of H. & V. won the ski-jumping contest, his officially measured distance being from here to there and then some.

Walt Murphy of Northeastern University won the figure-skating contest over a large field. The five-mile ski race, which was won by John "Speed" Sullivan, formerly of H. & V., was closely contested by George Jones, unattached.

Several H. & V. debutantes put over a little skit entitled, "On the Back Porch," accompanied by George Colp.

At the conclusion of the various sports and announcements, several young ladies from the Bird & Son office led the grand march of merrymakers to the Hotel Berkshire dining hall, where they served a dainty lunch topped off with delicious coffee flavored with clear cut tobacco.

The rich, enticing music of the Hotel Berkshire orchestra lured many of the fair ladies and their escorts back to the moonlit ice, there to enjoy dancing until a late hour. In the small hours of the morning the party broke up with the assurance from the management that many similar parties would be forthcoming.

BIRD CLUB ENTERTAINMENT

For the next Bird Club Entertainment, which comes in Lent, the committee has endeavored to find something particularly appropriate. We have decided on the Three Patton Brothers from Portland, Oregon, who are touring the country in the Chautauqua Circuit, giving a diversified musical program that is bound to please.

If you miss this, you will be sorry.

Bird Hall, Monday evening, March 10

Please notice the change to Monday, made necessary to get these people.

BIG EVENT OF THE YEAR COMING

The Athletic Committee of the Bird Club has joined with the Entertainment Committee to arrange for a real gala evening at the Norwood Civic Association, April 24. Everett Hall has been hired for the evening and the Athletic Committee is busy getting ready for a basket ball match between two teams made up of fellows here at the plants. After the game, the hall will be turned over to the members of the Entertainment Committee who promise to stage a bang-up good show. Then there will be dancing. It is hoped that it will be possible to secure the bowling alleys for the exclusive use of the Bird Club members for that night, and to arrange a tournament to be played off among teams here at the plant.

April 24—Save the date. A good time for everybody.

A SAVING THOUGHT AND THE CREDIT UNION

Some fellows have the idea that in order to have a good time they must spend all the money they can get their hands on. They have a high old fling for two or three days (and nights) following *one* pay day, then grind along, broke and unhappy, till the next. Some of these boys, wiser than others, because they know themselves, salt down a part of each week's wages where they cannot spend it. Then the misery of being broke the latter part of the week is given some easement by the remembrance of that portion safely tucked away.

On the other hand, there are fellows who can have a good time without spending *all* that's in their jeans. These are the wisest birds of all. They always have a few dollars handy, a little property accumulated, and they don't care a tinker's hoot whether it's Friday or Wednesday. They can concentrate on the matter in hand, and have no financial nor any other worries. We become cringing creatures of circumstance only as we surrender to circumstance. The strong man commands the circumstance, compels the circumstance to his bidding, and one of the stepping stones to this end is in the individual's control and use of what money he earns.

The Credit Union, by encouraging and helping us in this business, is rendering a service well worthy of consideration. H. E. R.

VETERANS' ROLL OF HONOR

			Yr.
Aaron Rhoades	Pension	Mar. 3, 1887	37
G. R. Wyman	Gen. Mfg. Mgr.	Mar. 17, 1887	37
James Kivlin	Paper Mill	Mar. 20, 1892	32
Dan A. Jones	Paper Mill	Mar. 4, 1897	27
Emanuel Johnson	Box Shop	Mar. 11, 1898	26
William J. Quinn	Paper Mill	Mar. 9, 1900	24
W. R. McNeil	Hamilton	Mar. 23, 1901	23
Dennis Driscoll	Bldg. & Roofing	Mar. 4, 1909	15
Henry Phelps	Phillipsdale	Mar. 7, 1909	15
Michael Gray	Phillipsdale	Mar. 7, 1909	15
Joseph Mitchell	Bldg. & Roofing	Mar. 17, 1914	10
Frank Sego	Bldg. & Roofing	Mar. 30, 1914	10
J. G. Breckenridge	Salesman, Chicago	Mar. 1919	5
E. R. Clark	Office, Chicago	Mar. 1, 1919	5
J. Blosky	Chicago	Mar. 11, 1919	5
James Capone	Box Shop	Mar. 19, 1919	5
Joe Catalino	Box Shop	Mar. 26, 1919	5

BOY SCOUTS

The Scout Patrol and the Gang

"Of all present-day organizations for the improvement and happiness of normal boyhood," wrote J. Adams Puffer in "The Boy and His Gang," "the institution of the Boy Scouts is built at once on the soundest psychology and the shrewdest insight into boy nature. The Scout Patrol is simply a boys' gang, systematized, overseen, affiliated with other like bodies, made efficient and interesting, as boys alone could never make it, and yet everywhere, from top to bottom, essentially a gang. Other organizations have adopted gang features. Others have built themselves around various gang elements. The Boy Scout Patrol alone is the gang."

Notes

The proceeds of the Movie benefit on January 30 amounted to $36.20 and will be used to defray Troop expenses.

George Murray, gym instructor for the Bird Club, is now giving gym work to the Troop. The boys are getting along well and certainly appreciate his work.

The Troop now has 27 boys, but there is plenty of room for more.

At the recent election of officers, the following were chosen:

William McSwain, Senior Patrol Leader; Kenneth Dresser, Treasurer; Oscar Lambine, Scribe; Frank Bartell, Patrol Leader, 1st Patrol; Charles Sumner, Patrol Leader, 2nd Patrol; Walter Sword, Jr., Patrol Leader, 3rd Patrol.

The Troop is now using the Patrol method and finds it helps in many ways.

IMPORTANT NOTICE

Change in Hours of Nurse and Doctor

Norwood Plants

Beginning Monday, February 18, Miss Arel will be at Building & Roofing Plant Emergency Hospital from 8.00 a. m. to 10.00 a. m. daily and at the Floor Covering Plant Emergency Hospital 10.00 a. m. to 12.00 noon, daily.

Dr. Field will be at Building & Roofing Plant Emergency Hospital—*Tuesdays*—9.30 a. m. to 10.00 a. m. and at Floor Covering Plant Emergency Hospital—*Fridays*—10.00 a. m. to 10.30 a. m.

The Doctor is at Main Plant Emergency Hospital, East Walpole, on *Monday* and *Thursday* from 9.30 a. m. to 10.00 a. m. Any employee may consult the Doctor at either of the Hospital Rooms.

BIRD & SON, Inc.,
Labor Bureau.

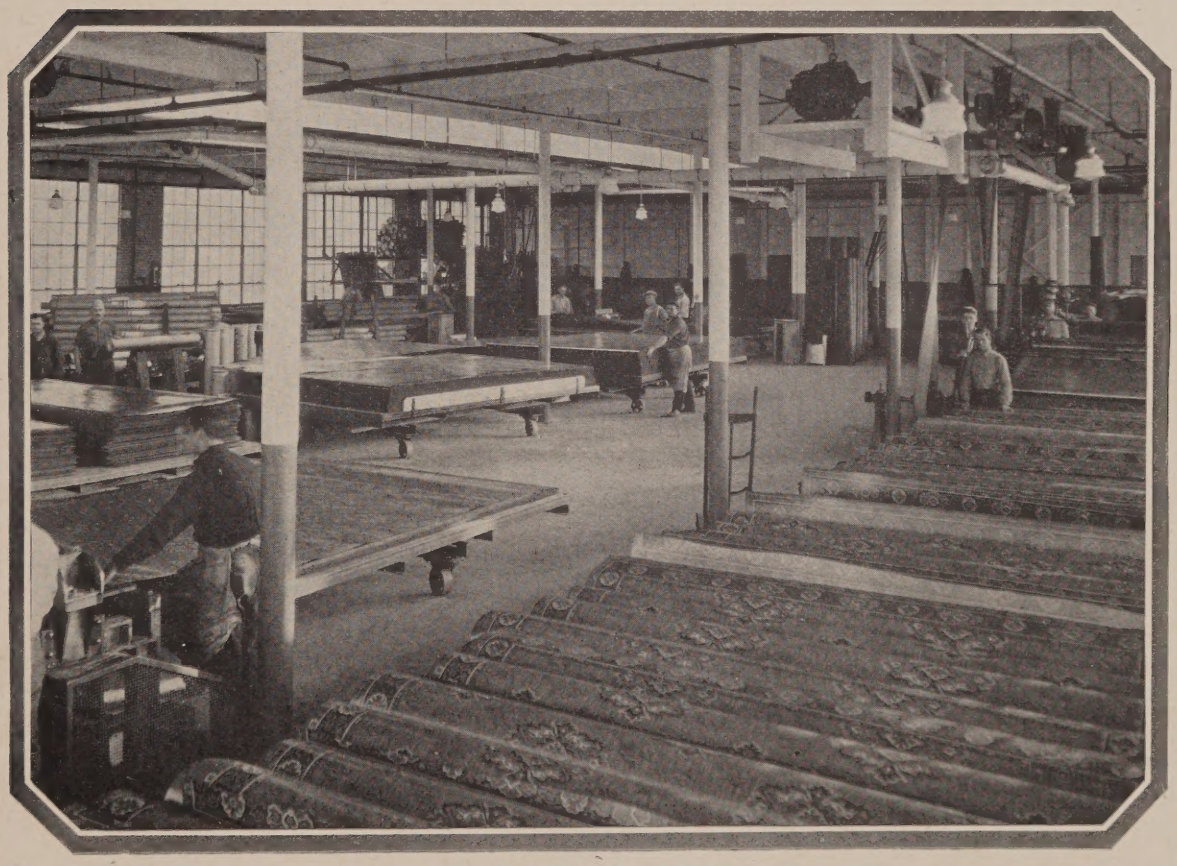
Neponset Review

APRIL 1924

VOL. XII. NO. IV

RUG FINISHING DEPARTMENT A BUSY PLACE

24,000 SQUARE YARDS OF FLOOR COVERING FINISHED DAILY



Light, Airy and Clean — An Attractive Room in Which to Work

This apparently peaceful looking room is really one of the busiest places in the entire plant. Here a crew of forty seven men are kept hustling to finish the production of our rug print machines, and, for the past two months, they have been running on two shifts. In one day, 2000 rugs in the regular sizes are finished and about 16,000 small ones. This means that the long sheets which come from the ovens are waxed, trimmed, the rugs cut apart, rolled on tubes and wrapped. Each rug is most carefully inspected, first when in the sheet, and later the individual rug is looked over to be sure it is up to the high standard required in our products.

THREE IN TIE FOR FIRST HONORS
FF–FX 1 & 2–EM & ER
All Perfect Scores!

The Paper Mill, DM, took a big drop in the standing for February, going from first to last place.

The Floor Covering also made a big change, but for the better, going from last place in January to first place with a perfect record in February.

Standing for February

Dept.	No. of Emp.	Accidents	Days Lost	Standing
FF	291	0	0	1.000
FX 1 and 2	244	0	0	1.000
EM and ER	158	0	0	1.000
FB	249	2	25	.919
DM–DF–DV	248	5	35	.861

Just to show that they could turn the trick the

MAIN MILL SAFETY COMMITTEE

S. W. Smith, Chairman; J. B. Maguire, Patrick Hessian, W. S. Boynton. W. E Harper, W. S. Jackson, J. J. Burke, David Bowles, Alvah Bridgham

Floor Covering plant, which was charged with 8 accidents during January, had an absolutely clean slate for February, sharing the lead with FX 1 and 2 and EM and ER.

FB had two accidents again in February: one when Eugene Donicelli fell from steps and hurt his shoulder, losing four days; the other, when Michael Folan got a splinter in his thumb which became infected and necessitated the loss of 21 days. Hereafter when Mike gets a splinter in his finger he is going to have first aid treatment immediately and not try to operate on himself and take chances of infection.

The Main Mill had an exceptionally bad month. Wm. Metcalf, in Shipping, lost 12 days caused by a truck tipping over on the ice. In the Stock Handling, James O'Donnell wrenched his knee and ankle, losing 9 days; and Herbert Rhoades strained his side lifting a bale of paper, losing 6 days. In the Sorting Room, Michael White strained his back lifting a roll of pulp; Pasquale Varasso lost his balance and slipped into a beater which contained hot water and burned his left foot.

On the whole, February shows a big improvement over January, there being only seven lost time accidents, exactly one-half the number of January.

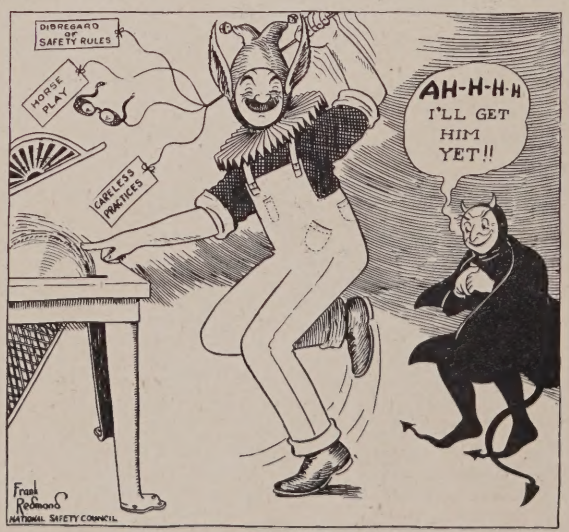
Let's have still fewer accidents in March.

Safety Committee.

SAFETY HINTS FROM HISTORY
"All Fool's Holiday"

Custom dating back to nobody knows when has set aside April 1 as "All Fool's Day." In ancient times every king had a court fool whose job was to enliven the court by his foolish antics. Now nearly every manufacturing department has at least one fool who keeps the foreman everlastingly on the lookout lest his foolishness result in accident to himself or others.

Probably the stone age fool experimented with a stone hatchet to see if it were harder than someone else's skull. When firearms came into use he



looked in the muzzle instead of the breech or pointed it at a friend to see if it were loaded. He's still at it. He also likes to monkey around the business end of a machine to see if it will bite.

Fools range from the plain dumb variety to the purely cussed. Some can be cured if taken early and treated rough. Others are hopeless. They can't be trusted with a rubber razor.

The practical joker is perhaps the worst pest. He never knows that his joke is loaded until the ambulance is called for his victim.

Fools seem to have proverbial luck. Usually it is the other fellow who is the victim of their foolishness. But the fool himself is sure to get the fool killer's axe eventually.

Don't be like the "expert" fool once employed on a construction gang. He had two left hands, his fingers were all thumbs and his head was merely a knot to keep his spine from unraveling. He got into trouble every time the foreman turned his head and his injuries cost the company a neat sum for compensation and medical treatment. He got the gate one day when the foreman discovered him standing at the rear of a mule trying to braid its tail. The mule would have kicked his brains out but it knew he hadn't any and did not want to crack his hoofs against solid substance.

SUGGESTIONS

The record for the March meeting was considerably better than that for the February meeting, as there were 42 new suggestions submitted during the month preceding, as against twenty-nine for the one previous. We still feel, however, that this figure should hover nearer to seventy-five than to fifty and hope that the added incentive of extra prizes for 1924 will soon begin to show up strongly, and that the large number of incoming suggestions will keep the investigators on the jump.

The chief value of the suggestion system lies, however, not in the amount of money you may win in prizes, not in the advantage that Bird & Son may obtain from having your good ideas put into effect, but in the difference it will make in your own ability on the job. If you are ever on the alert and always keen to find changes and improvements that can be made—changes that will enable a certain operation to be simplified or even done away with—you cannot help but profit by it. Even if the change you might suggest would do away with your own job, you would not lose. Men of that type are needed and the supply can never meet the demand.

Of the forty-nine suggestions which came up for consideration at the meeting on March 6, the following disposition was made:

Recommended for Acceptance	14
Not Recommended	29
Held for Further Investigation	6

Following are those which were accepted:

Paper Guide at back end of dry rack	John Bartkievicz, FBP
Set screws on feed rolls	Charles Donofrio, FBP
Slotting telltale contact board	Joseph Donovan, EME
Chute at platform—shartle beater	Michael Flaherty, DMH
Grating extended in front of No. 8 water column	Allen Fraser, ERB
Waterproof covering for motors under Economizer	Allen Fraser, ERB
Bearings on telltale shafts	Robert Hood, EMM
Drip pan on auto pasters	Klemens Kaseter, FXB
Crate or stand for empty cores	James Loughman, FBP
Heating rolls of wad	Arthur Maguire, DFW
Roll to replace angle iron bar	Patsy Sansone, FFD
Partition in soapstone and talc conveyors	Frank Sego, FBP
Brace and bolt to hold splicing frame	Alex Urbanow, FFN
Guard for smoothing roll gears	John Wosner, FBP

Do you think for one minute that these men are not much more valuable in their departments than they would be if they said—"Why should I bother? That's not my job."?

FLOOR COVERING SAFETY COMMITTEE
E. J. Conlin, W. B. Danaher, John Pechulis, Adolph Doucette, Mariano Marinelli

1924 BUILDING AND ROOFING SALESMEN'S CONVENTION

Just as the *Review* went to press, the salesmen of the Building and Roofing Department were getting together in East Walpole for the biggest convention that the department has ever held. The announcement sent to the salesmen is reproduced on this page, and describes in glowing terms the enthusiasm which all participants brought with them and which they took back to the field to give them additional "pep" for a big 1924.

All of the salesmen for the entire East Walpole Division were here in full force. Mr. Hird, General Manager of the Chicago Plant, Mr. Clark, Assistant to the Sales Manager, and Mr. McNeil, Vice-President of Bird & Son Ltd., Hamilton, also attended.

A very complete program was arranged introducing addresses on every phase of our business. Advertising, selling, manufacturing, traffic, accounting, credits, office routine, service and complaints were among the every day routine matters discussed, each by the person in charge, followed by a general discussion. In addition, interesting and important phases of manufacturing were explained by technical men from the mill. Salesmen who have been particularly successful in bringing in a volume of sales in particular products were given an opportunity to explain the methods by which they accomplished this, thereby giving a general interchange of ideas among the sales force.

The general business of the convention occupied Thursday and Friday, March 27th and 28th. On Wednesday, the day before, a number of the men from more distant points were in the office to adjust matters pertaining to their territories. On Thursday evening there was a dinner which lived up to the committee's promise to be quite out of the ordinary.

The committees in charge of the various phases of the convention are as follows:

Executive Committee: P. H. Bailey, General Chairman, R. C. Floyd, W. E. Hale; *Committee on Arrangements:* H. G. Johnson, Chairman, W. E. Dolan, Miss H. G. Costello; *Committee on Hotel Reservations:* J. C. Donnelly; *Entertainment Committee:* J. C. Donnelly; *Transportation:* F. E. MacDonald; *Finance:* E. F. Murphy; *Railroad Tickets:* J. S. Robertson; *Banquet and Luncheons*: B. D. Rogers.

AN ENCOURAGING BULLETIN FROM THE SALES DEPARTMENT

IF JANUARY IS AN ALMANAC FOR 1924 BUSINESS, THEN THE YEAR IS GOING TO BE THE BIGGEST IN OUR HISTORY.

Shipments from our roofing mill for January exceed the corresponding month of last year by about 30%.

Shipments of all shingles were 50% greater.

Shipments of designed Roofing were 112% greater.

Shipments of Waterproof Building Paper were 50% greater.

Shipments of Paroid Roofing were 30% greater than January, 1923.

If February ends as it has begun, our shipments will be nearly double the shipments for the corresponding month of 1923.

These figures are not given in a spirit of boastfulness but merely to confirm to you our opinion that the demand for Bird's Roofs and Building Paper will be far greater this year than ever before.

P. H. Bailey,

"That fellow knows nothing of scientific salesmanship and his approach is poor."

"Then why do you keep him?"

"For the mere reason that he gets the business."

Salesmen's Meet-Up
March 27-28-29

From the rock-bound coast of Maine, where the cold North wind sweeps and whistles through the fir, the hemlock, the balsam and the pine, to the sunny shores of Florida, where the palm and cocoanut trees are swayed by a gentle Southern breeze, all good and loyal Building and Roofing Salesmen of Bird & Son, inc., are looking forward to the big Meet-Up, which is to be held at East Walpole, Mass., Mar. 27, 28 and 29.

Let each salesman make it a point to come to this Meet-Up, loaded to the muzzle with constructive ideas and suggestions. If you have been successful in selling some difficult account or have some plan by which you are able to sell Paroid, Neponset Twins or Designed Roofing in a big, volume way, don't be bashful or backward about telling the other salesmen how you do it. Every man Jack of us is expected to "kick-in" with something worth while, so come prepared.

The big idea behind this Meet-Up is to help *you* sell more Bird products, therefore we want to make this a Meet-Up *of* the salesmen, *for* the salesmen and *by* the salesmen. Last, but by no means least, a good, old-fashioned New England welcome awaits every one of you.

BIRD & SON, inc.
EAST WALPOLE, MASS.

HOSPITAL HEALTH SHOW SCORES A HIT

Simple Rules of Health Vividly Presented

The Health Show, given March 18th, at Bird Hall, under the direction of Miss Margaret R. Leavitt, head nurse of our Emergency Hospital was an unqualified success. The scenes, depicting five easy ways of catching cold, were most ably presented by people in the plants and offices who entered into the spirit of the thing and put the ideas across in finished style.

Overheating—Milady at Leisure

Owing to the fact that Mr. Wyman, who was scheduled to make some introductory remarks on Bird & Son, inc. Hospitals, was unexpectedly called away on business, Mr. Rogers was drafted into service and told something of the work carried on in the Emergency Rooms, particularly in regard to preventative medicine. Among the interesting statements he made was that in 1919 there was an average of slightly more than 200 calls a month at the hospital rooms, and in 1923, the average was 856 calls a month, or 10,276 for the year.

Injuries and minor ailments of all sorts are treated, but during the winter months colds far outnumber the other kinds of illness and for that reason the show which showed graphically how they are contracted was put on.

Dr. T. M. Connell spoke briefly and clearly on the prevention and care of colds and then the scenes were presented, with Miss Marjorie Sumpter of Jordan Marsh Co. Educational Department acting as interlocutor.

PROGRAM

Selection, Orchestra
Bird & Son, inc., "Hospitals," Mr. G. R. Wyman
"Cold Facts," Dr. T. M. Connell

"FIVE SIMPLE RULES FOR CATCHING COLD"
Some Scenes Without Words

Prologue. Interlocutor, Miss Marjorie Sumpter
Educational Dept., Jordan Marsh Co.

Scene 1. (Poor Ventilation.) *Open or Shut?—Which?*
Rule 1. Be a Fresh Air Coward.
Character: Wallace R. Duncan

Scene 2. (Overeating.) *"Fee, Fi, Fo, Fum, I Smell More!"*
Rule 2. Eat her out of House and Home!
Characters: Miss Helen Costello, Russell L. Tupper, Miss Olive G. Burke

Scene 3. (Overheating.) *Milady at Leisure.*
Rule 3. When Convenient Hug a Hot Stove.
Character: Miss Genevieve McWhirter

Scene 4. (Late Hours.) 3 *A.M. and All's Wrong!*
Rule 4. On with the game!
Why hit the hay!
Characters: Louis E. Tarr, John J. Burke, F. Clyde Bassett, J. Frank Maguire

Scene 5. (Germs.) *Payment in Terms of Germs.*
Rule 5. Sneeze at 'em and pass it on!
Characters: Samuel H. Kay, George Wallace, Harry A. Dresser, Eric Larson

Following the pantomine, an excellent film, "Preventing Diphtheria," was shown, and naturally all were interested in our own movie—"The New England Home" which was also shown.

An unexpected and very enjoyable feature of the evening was a violin solo by Miss Olson, accompanied by Eric Larsen of the Machine Shop.

Everyone entered heartily in the community singing led by Parky Rogers' Orchestra, which also furnished music between the scenes.

Grateful acknowledgment is made to Jordan Marsh Co. for properties loaned and for assistance in producing the scenes.

Late Hours—3 A.M. and All's Wrong

FIRE BRIGADE

Among the most important and interesting of our institutions are the Fire Brigades of which there are more than one hundred members in East Walpole and Norwood. The many fire hazards around the plant make it imperative that every effort be made to prevent fire, and to perfect the means of handling fires once started.

The first Monday of each month the whistle blows at 4.45 p. m., which is a signal for the gathering of the members in the Brigade Room. During the winter months instructive talks are given, pertaining to fire-fighting methods and equipment. Inspections are made in the plant to acquaint the men with the location of sprinkler valves, fire hose and extinguishers. Hose coupling and uncoupling speed tests are carried out.

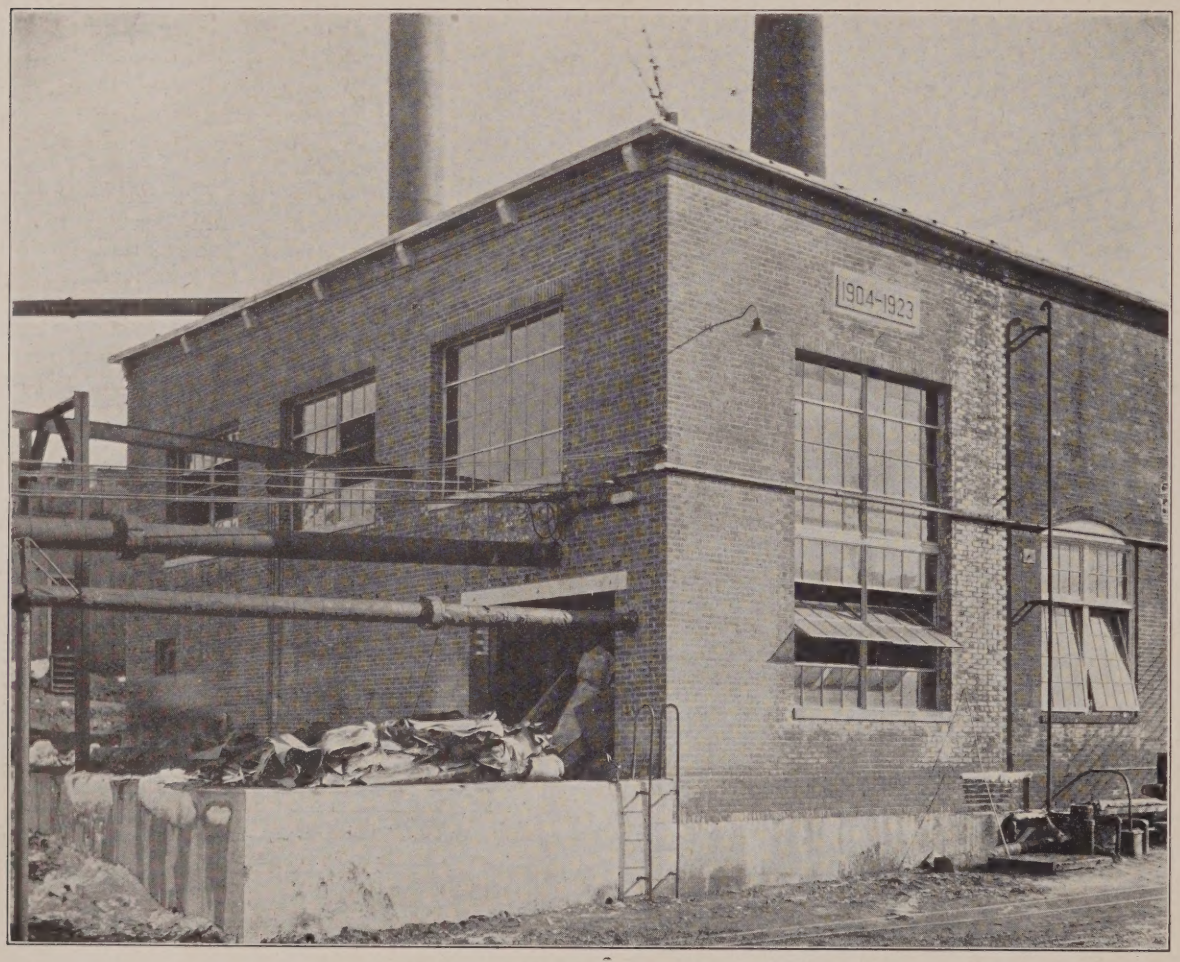
In the summer months, whenever it is possible to do so, drills are held out of doors. At these times, fire pumps are tested and time tests are made on running out hose, coupling, and getting water turned on.

That this work and the tests connected with it are valuable is shown whenever a fire occurs. Without the proper action, many a small fire would be a big one, but our firemen act so promptly that most of the fires are out about as soon as they have started.

BUILDING AND ROOFING PLANT BOILER ROOM ADDITION

The Building and Roofing plant have just put into operation a new Heine boiler rated at 308 h. p. To provide room for this boiler, the building was extended and a substantial brick end wall erected. The new portion conforms to the construction of the older portion, except that large modern steel sash windows are used to give plenty of daylight.

This marks the second addition to the original boiler room and testifies to the steady expansion of the Norwood plants.



The New Addition to the Building and Roofing Boiler House

In contrast with the boiler house at the East Walpole plant, where the steam generated is used to develop electric power as well as for industrial heating, as described in the March *Review*, this boiler plant generates steam for industrial and heating purposes only.

The enlarging of the Floor Covering plant to provide additional manufacturing facilities for the increased demand for its products is directly responsible for the addition of the new boiler. It is interesting to note that the Floor Covering plant now uses over 60% of the 22,000,000 pounds of steam generated each month. A 6″ supply line some 800 ft. long carries the steam from the boilers and it is then distributed to the Hangers where the undercoat paint is dried and to the immense ovens where the Finished Coat or Print Paint is seasoned under heat, a process which takes time and patience but which insures long service and NEPONSET quality.

In the Building and Roofing plant the steam is a very vital part of the process, so vital that a shut-down cannot be tolerated. Without steam the asphalt used for saturants and coatings could not be kept soft enough to flow and the rolls carrying the sheet of roofing through various portions of the machines would not function properly if they were not heated to the correct temperature by the steam.

The new boiler has been equipped, primarily, to burn the waste products, such as chips made in cutting out the NEPONSET TWIN shingles, and the roofing and floor covering which fail to pass the rigid inspection all NEPONSET products receive. It is also equipped with fuel oil burners and coal grates so that coal or oil can be used as fuel during those periods when no waste is available.

The 250 h. p. Heine boiler, which was formerly

run with waste and coal, has been rebuilt so that it now is oil fired like the other three boilers in the plant.

In addition to these changes, a number of steam flow meters for recording the amount of steam generated and used by the various departments, and oil meters for recording the amount of oil consumed by each boiler, have been installed so that the boiler plant is put on the same basis as the Manufacturing Departments in accounting for the steam it manufactures from the raw material with which it is supplied, such as water, oil and coal.

F. W. Smith.

BROADCAST BY DEPARTMENT GC

Every month through the *Neponset Review*, the Neponset Credit Union is brought before the employees of Bird & Son, inc. Every month a few decide to try to start the habit of saving. Some start out with the idea they can put about one-third of their week's wages in the bank, but after three or four weeks find themselves getting short of funds and have to draw out all the money they thought was saved. Then they become discouraged and say, "Oh, what's the use?" Others start by putting one or two dollars away each week with the intention of leaving it alone and just let it accumulate as the weeks roll by and at the end of the year can draw a check for one hundred dollars, easy money.

The officers of the Neponset Credit Union are always ready and willing to render any assistance possible in helping a fellow employee decide how much he should save each week, but the one that can best decide is the man or woman that is going to do the saving.

Here is the thought we would like to leave with you: have deducted from your pay each week whatever you spend that is not necessary, plus what you will need to meet your big bills when they come in — bills like insurance, taxes, coal, new clothes, and perhaps vacation.

Suppose you start with one dollar deducted from your pay each week and keep this up for one year. At the end of the year you have fifty-two dollars accounted for that you could not have saved so easily any other way. It is interesting to note the number who increase their savings, after trying a small amount first.

Look at it another way. You know that six months from now you are going to need a certain amount of money to meet a bill or buy new clothes or put in a winter's supply of fuel, or, if you own your home, there is the tax bill coming and some repairs you would like to make next fall. Write down the amount of each bill, one under the other and then add them together, divide the total by the number of weeks between now and the date of your need and your answer is what you need to save each week to be ready to meet your bills when they fall due.

We have a great many employees saving now who have lined up their year's bills in this or a similar manner and do not have to worry or wonder where the cash is coming from or if the Credit Committee will pass their application for a loan to meet them.

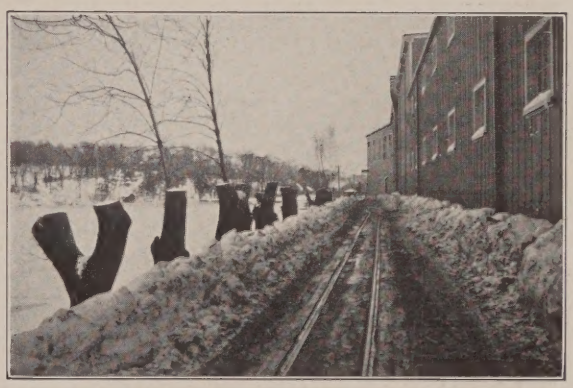
In Washington, D. C., a certain coal company is starting a 1925 Coal Club. The idea is to save enough each week for a year so that in 1925 the members will be able to buy their coal during the summer at a reduced price and also get a better grade of coal. You can start a Coal Club any time in the Neponset Credit Union and there will never be a better time to start than now.

Are you any different from your 466 fellow employees that are now using the Credit Union to make themselves financially independent? Of course not, if the facts were known, perhaps you need to save your bit each week more than they do.

The three best months for starting a savings account are April, August and December. In April, 1925, you will need new spring and summer clothes. In August, 1925, you will need coal for the coming winter, more clothes, and a vacation. In December, 1925, you will want to play Santa Claus and pay your insurance premiums.

Let April, 1925, find you better prepared than April, 1924, is finding you.

A. W. Smith.

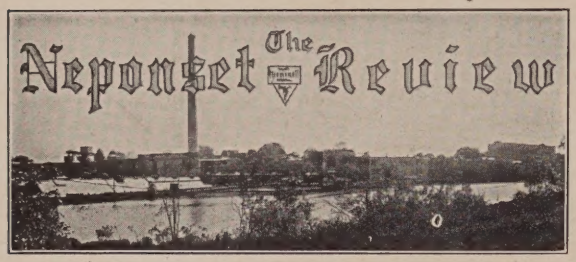


The Trees Along the River Bereft of Their Branches

TEN GOLDEN MAXIMS FOR 1924

1. Honor the chief. There must be a head to everything.
2. Have confidence in yourself, and make yourself fit.
3. Harmonize your work. Let sunshine radiate and penetrate.
4. Handle the hardest job first each day. Easy ones are pleasures.
5. Do not be afraid of criticism—criticize yourself often.
6. Be glad and rejoice in the other fellow's success—study his methods.
7. Do not be misled by dislikes. Acid ruins the finest fabric.
8. Be enthusiastic—it is contagious.
9. Do not have the notion that success means simply money making.
10. Be fair and do at least one decent act every day in the year.

From The Chicago Mill and Office News.



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The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

Health is the indispensable foundation for the satisfactions of life. Everything of domestic joy or occupational success has to be built upon bodily wholesomeness and vitality.

—Charles W. Eliot.

YOU

The other day, while looking over a little booklet written for the S. F. Bowser Company of Fort Wayne, Indiana, we came across the following editorial written by a chap named Kenneth Seibert. It's so good that we are reprinting it, as few if any of the readers of the *Review* would otherwise have the opportunity of seeing it.

"One way of looking at it, there are just two classes of people in the world—*you*, and the 'other fellow.' You're *you*. You're different. Nobody ever faced just the same problems—exactly. Nobody ever had the identical experiences you've had. That's dead certain. You're you—that is, to *you* you are you.

"Everybody else, so far as you are concerned, belongs to that other group which, for convenience, we'll call 'the other fellow.' You know much less about him than you do about you. You don't have the other fellow's feelings, or the other fellow's job—or home—or friends.

"You don't have his headaches. No, of course not—you have your own. You wrap a cold, wet towel around your own head when it aches—and 'the other fellow'—well, let him take care of his head.

"That's natural, I guess. Anyway, I won't argue about it.

"But what I'm getting at is this: Did you ever stop to think what a lot of 'other fellows' there are in the world—in your world? And there's just one *you*!

"Look about you! See the other fellows! Swarms and swarms of 'em—and no other *you* in all the wide, wide world. Gee-mum-nee, but isn't that a lonesome thought?

"Say, what kinda terms are you on with the other fellow? Just speakin' terms—or, maybe, just noddin' as you pass by? With only one of *you*, and so many of *him*, doesn't it seem as though you ought to sorta get better acquainted? It won't make much difference to him, y' understand; there's so many of him that just the one *you* won't count very much.

"But what about you? Why, you—why, darnitall, what you going to do if the other fellow turns his back on *you*? You'd be all alone—with just *you*. That'd be *some* pickle to be in—some——

"Admit it, dog-gone it, don't make me argue here till I'm blue in the face. Unbend—loosen up. You know it's a fact. Don't be so all-fired stubborn. You couldn't last the day out if it wasn't for the other fellow, and you know you know it—only you think it's smart to say you're independent.

"You're alone—solitary—helpless—adrift—lost—done for—the minute you say you're independent. Mark this: You are *not* independent; that's the big word you use instead of the truth. You should say you are self-seeking, self-centered and self-satisfied.

"Independent? You? Fiddlesticks! Nonsense! You need the other fellow. He needs you, too, but not so much as you need him. Because there are so many of him and just one of you.

"Do a service. Do a *personal* service to 'the other fellow' whom you meet daily. It's you who'll reap the benefit—mostly.

"Take my word for it. Try it—just for one month, This Month. "

THE MEASURE OF A MAN

Not—
"How did he die?"
But—
"How did he live?"
Not—
"What did he gain?"
But—
"What did he give?"
These are the units
To measure the worth
Of a man, as a man,
Regardless of birth!
Not—
"What was his station?"
But—
"Had he a heart?"
And—
"How did he play
His God-given part?
Was he ever ready
With word o' good cheer,
To bring back a smile,
To banish a tear?"

LIBRARY

Books are the most constant of friends, the wisest of counsellors and the most patient of teachers. It is a mistake that a great deal of leisure is necessary; a few minutes a day, devoted affectionately to good books, will make all the difference. From "The Happy Life"—Charles W. Eliot.

As the *Review* goes to press on this the 90th anniversary of Dr. Eliot's birth, we are reminded of the invaluable advice he has given us in regard to our reading, together with his long period of service and achievement in educational lines.

Our library has a good share of the world's best books always at your service. An increased appropriation by the town will permit of the addition of a greater number of books at the Central Library which is just as much our gain.

Some of the books added to our Library this month: In biography we have received:

"Lord Northcliffe," Pemberton.

"Lady Rose Weigall." A contemporary of Queen Victoria, closely related to the Duke of Wellington. Her daughter's story of her life contains many incidents of historical interest from the period of the Victorian age down to the Great War.

"Life of Robert Louis Stevenson," Balfour. Not a new book but one which will be read with interest by admirers of this interesting and gifted character.

"Masters of Men" by Philip Guedella. Short comments on men of mark both past and present.

A fascinating book of travels, "Lands of the Thunderbolt," Ronaldsy. It is descriptive of the wonderful scenery of the far off Himalayas on the borders of Bengal. The particular section described contains some of the most impressive mountain scenery in the world and is also extremely interesting from the peculiar characteristics of its inhabitants. The book is illustrated with copies of photographs by the author, the Earl of Ronaldshay.

Nature lovers will enjoy "A Winter of Content," Laura Lee Davidson's account of her chosen solitude spent in a lonely camp on an island in one of the Canadian lakes. Her account of her intercourse with the simple Canadian people and her observations upon wild life of the forest proves interesting reading.

A well stocked vegetable cellar due to our own effort in the garden is both a satisfaction and an economy. If not an adept in the art of gardening, consult some of our good books in the library on this subject, and ask for a planting table. "The Farm and Garden Rule Book" is one new to us and will be found most dependable. The author, Mr. Bailey, has written several helpful books to aid the amateur gardener. The flower garden, too, should have its place in every home lot. "The Planning and Planting of Little Gardens" by George Dillestone will assist the owners of small garden plots in laying out their space to best advantage, and the charming illustrations will help much in securing a picturesque effect. "Garden Whimseys" by Charles Rider Lomas is another entertaining little book for those who want suggestions for simple little gardens.

Some of the good new stories:

"Sir John Deering"	Farnol
"Riceyman Steps"	Bennett
"Exile of the Lariat"	Willsie
"Captives"	Galsworthy
"Able McLaughlins"	Wilson
"End of the House of Alard"	Kaye-Smith
"Tumbleweeds"	Evarts
"When Knighthood Was in Flower"	Major
"That Affair at the Cedars"	Thayer

CHECKING UP

March 19, 1924.

The following bulletin is quoted verbatim from one of our Chicago Plant's Mill and Office Weekly News Bulletin. It is certainly good enough to pass along.

Let's Check Up

"The following is an old story but is a good one. I never hear this story without thinking its repetition is well worth while.

'A lot of people never even stop to consider whether or not they are being carried as an asset or a liability. All of which reminds us of the colored boy who went into a drug store near his home and asked the druggist if he could use the 'phone. This is what the druggist heard:

"Hello! Is dis Mistah Johnson's residence? Is Mistah Johnson theh? Mr. Johnson, Ah hears as how you is needin' a boy to look after your yahd and drove your car. You say you already has a boy? Is de boy givin' yo satisfaction? You say he am givin' you puffect satisfaction? All right, Mistah Johnson, goodby."

'The boy hung up and the druggist said to him, "Boy, are you looking for work? I am looking for a boy to help in the store."

"Nosuh, I'se not looking for wuk. I wuks fo' Mistah Johnson. I'se jest been checkin' myself up." ' "

BIRD CLUB

About forty Bird Club members attended the meeting at the club house on the evening of January 25th. We were greatly favored by an illustrated talk on the Messina earthquake by the Hon. Edmund Billings, who was the American Commissioner charged with the dispensing of a fund of $450,000 for relief work there. Mr. Billings, who was Collector of the Port of Boston during the World War, was introduced by his life-long friend, Mr. Philip R. Allen. After the regular talk, Mr. Allen fairly dragged from the speaker a great many vividly interesting stories of his experiences during the time when the German liners were docked at Boston.

We were indebted to Mr. Charles N. Ellis of Westwood, who put Mr. Billings' pictures on the screen for us. The Club steward furnished a delectable lunch and cigars.

It seems to some of us that members who miss meetings of this kind lose the best feature of the Club.

ENTERTAINMENT FOR MARCH

We believe that we have proven that it pays to put on the best talent procurable. In the Patton Brothers' Trio, who entertained on March 10th, we found people who were high class, highly trained and high priced.

There was the usual large mixed audience present, spite of the fact that it was Lent, we had no orchestra and no dance to follow, but we have yet to hear of anyone who was not delighted with the entire repertory. The best word that may be used to characterize these young men is that they are *genuine*.

When one goes home from an entertainment of that kind, it is with no suggestion in his mind that he has been "buncoed" because he has watched some cheap performer put something over. Rather, he goes home happy and content for having heard worth-while things admirably well done.

Notes from the Plants and Offices

MAIN MILL

His many friends at the Finishing Mill will be sorry to learn of the death of Joe Sousa who worked at DF for many years before failing health forced him to retire.

Fred Nordblom is a mighty happy man these days. He has a new small son at his house.

David Bowles and Peter Rucstalis also were on the favored list to whom sons were given this month.

There is a tradition in paper mills that a man is not a full-fledged paper maker until he catches his fingers in the calenders. If that is so, Mike Duffy is a real paper maker, but we're hoping with the interest in Safety First, we'll have a new test for paper men.

THE ELECTRICIANS ARE A HAPPY LOT
Arthur Eppich, Francis Bannon, Frank Whitehead, Foreman; Joseph Donovan, William White.

John Curran has a radio. 'Tis said that his family is kept so busy listening in on it nights that they no longer pay any attention to the hours John keeps.

We sincerely sympathize with Dan Jones who recently lost his sister.

Andy Walker was all dressed up on March 17th.

Once upon a time, a youthful assistant in one of our Sales Departments was showing his male parent through the paper mill. Standing beside No. 5 machine, which was running wallboard body, our young friend announced with an air of authority, "This, father, is cartridge paper." Shades of Steve Smith and Carl Schaier, can such things be?

MAIN MILL SAFETY COMMITTEE MEETING

The regular meeting of the Main Mill Local Safety Committee was held in the Brigade Room, March 14th, with the following present: S. W. Smith, W. S. Boynton, David Bowles, Patrick Hessian, J. B. Maguire, J. J. Burke, W. S. Jackson, Alvah Bridgham.

The accident report was gone over very carefully with the foremen in whose departments accidents had occurred. It was found that none of them could have been prevented by additional guards or safety devices, and only one case, in which no time was lost, was caused by a preventable situation. This was an accident due to a sliver from a work bench getting into a man's finger. The top of the bench has been re-finished.

Among the suggestions made were that:

The Delta saw in the pattern shop be guarded.

Means be provided to remove the static from the band saw in the same department by using a ground wire.

Small metal boxes be provided at machine for the storage of partly used oily rags, i.e., rags not in a condition to be thrown into the waste can.

We have a rubber mat near the door in No. 1 Mill at the end of No. 2 Body Jordan.

Frank Fisher, safety inspector, was not at the meeting, but he sent in a report in which among other things he mentioned that plane guards had been found off in EMM.

MILL OFFICE

Miss Eleanor Dolan has been transferred to the Laboratory. We shall miss her, although we expect to see her frequently.

Miss Agnes Foley has been confined to her home with a strained ankle for some time. We hope to see her back with us soon.

Miss Helen Johnson is now ensconced in the new office in FX 2. We think it's pretty nice.

Miss Noreen Donahue has taken a position in the Planning Department.

We were sorry to say "Good-by" recently to Miss Gladys Johnson.

We welcome Thomas O'Malley to the mill office staff as messenger.

Have you noticed John Burke's smile lately? He says Junior grows handsomer every day.

MAINTENANCE

Recently Herbert Taylor, who was for so long engineer here at the Main Mill, celebrated his 58th wedding anniversary, and he and Mrs. Taylor were the recipients of the congratulations of their many friends here.

We were all sorry to learn that Mike Smith was so unfortunate as to break his wrist when he slipped the other day.

Henry Martin, who acts as chaperon to one of the small engines, sold some hens to William Durette. When Durette appeared for the hens, Martin was out, so Bill gathers fifteen birds and takes them home. It was not until late the next day that the discovery was made that said chicks were not Martin's but the property of his neighbor next door. Durette brought them back quietly, only to discover that his uneasiness was all for naught. The man hadn't even missed them.

Don Merrill in a Charactertstic Pose

"Happy" Timmins has another baby girl at his house. Congratulations.

Not to be outdone by the foremen, the men of the Maintenance Department chartered a Walpole bus for Monday evening, February 25th, and the whole hilarious bunch hied themselves to the United States Hotel where they started at once to do justice to the bang-up good feed that had been provided. Charles Rafuse acted as toastmaster and introduced several of the leading lights of the crew who made various remarks on sundry topics of interest. After dinner, George Wallace and James Costello added to the gaiety of the evening with vocal selections, and Robert Hood entertained with selections on the piano. And oh, yes, Eddie Bean sang some of his comedy

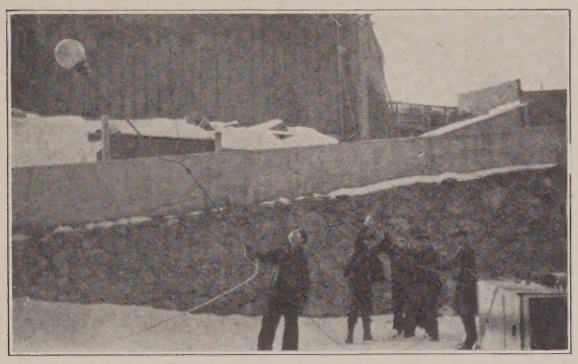
songs in his own inimitable style. The evening ended with a trip to the theatre and then the crowd came home, a little tired, very happy, and all ready to go again.

The Maintenance men know how to work and they sure do know how to play.

No, Emil did *not* buy the tickets.

We are all mighty glad to have Nelson Boulter back with us again after his serious illness.

The high winds of the past month or so have certainly raised havoc with our chimney light. Frank Whitehead and his crew have had some interesting sessions with it lately.



"UP SHE GOES."

Frank Whitehead and His Crew Restoring the Chimney Light to Position.

BOX SHOPS

The new offices in No. 2 Box Shop are all complete and occupied. They are rather special.

To Jim Maguire fell the pleasant task of expounding the mysteries of paper making to a bevy of high school girls. John Burke and Bill Quinn were not on hand to assist, although they both claim they were not missing through malice aforethought and deliberate intent.

In the spring, the shop windows blossom forth with various and wonderful hats of all sizes, shapes and styles, but Louis Maida has one that puts all the others in the shade for snappy style and clever design. We hear the patent is pending.

Larry Doane is ready to weigh anything on his new scales, from trucks down.

No, black finger tips are not the style. The "passion for paint" has reached the fire doors and many are they who have found their fingers unexpectedly decorated.

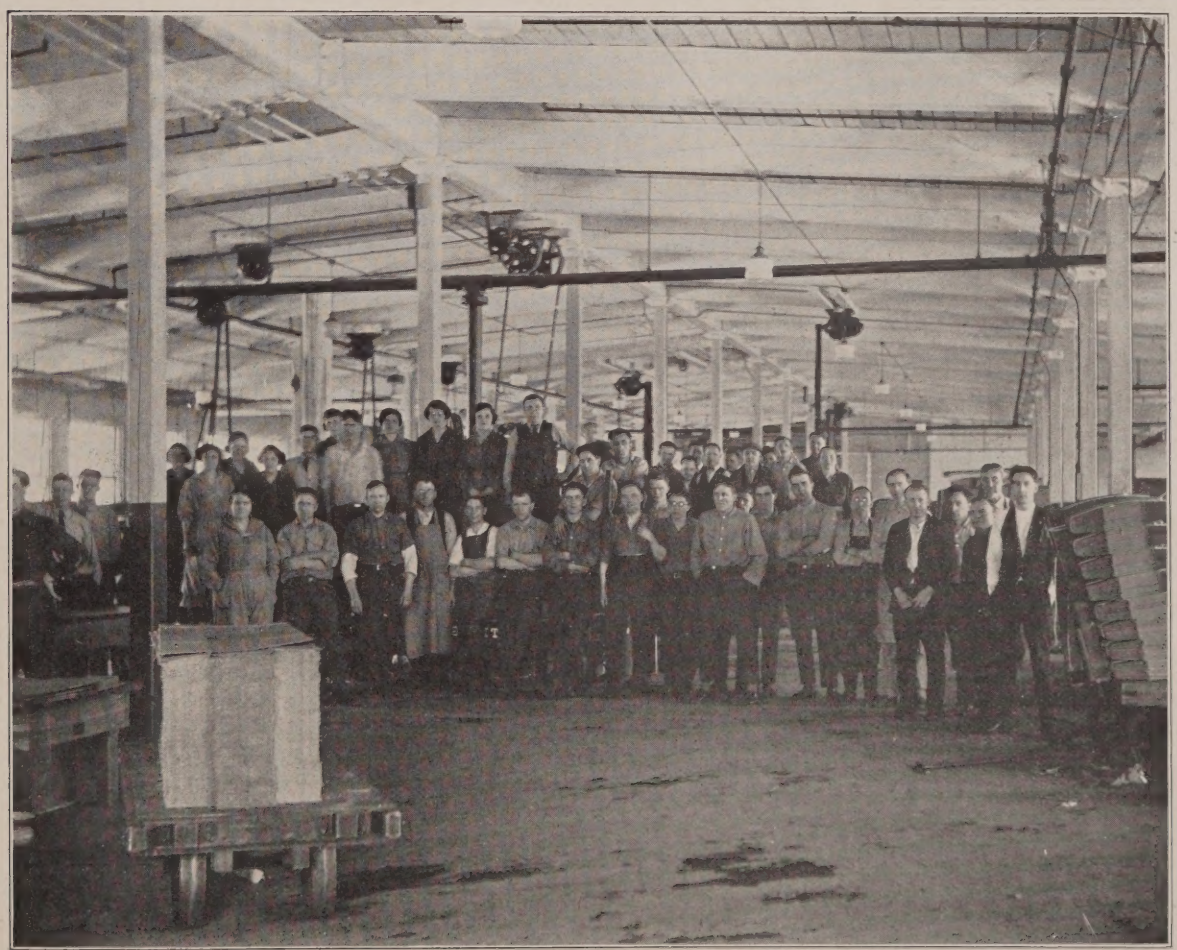
ONE OF OUR BIG DEALERS BURNED OUT

For a great many years the Treat Hardware Company has been one of the big dealers in Bird's Roofings, Twin Shingles, Paroid Roofing, Wall Board and NEPONSET paper.

We count them among our oldest friends. Last spring all of their salesmen visited our plants here and were guests at the Bird Club.

We sympathize deeply with them because of the great fire which practically destroyed the Treat Hardware Block.

We are glad to learn by the paper that the block will soon be rebuilt and that the Treat Hardware Company were fully insured.



Here's the Whole Gang on the Top Floor of No. 1 Box Shop

BUILDING AND ROOFING

Carlos, the jitney man between FB and FF, says that life is one rough journey. We believe him after his experience of the other day. On arriving at FB he alighted to unfasten his trailer when much to his surprise it was not in evidence. On retracing his narrow gauge, he found it reposing peacefully at the other terminus. He swears it was hitched on when he passed the Tin Cap.

Harold S. Knight, of the Inspection Department, left us March 15 to go into roofing sales work. In his four years' work with the cement, transfer, laboratory and inspection departments, "Happy" has made many friends and we feel his experience equips him to make good in selling FB products. We wish him luck. Knight is being replaced in the Inspection Department by Geo. F. Jones of Norwood, whom we are glad to welcome.

E. L. Lincoln, No. 5 Machine Inspector, has been promoted to night inspector of the roofing machines.

We notice several strange cars in FB Yard of late, mostly Maxwells. Has the Maxwell Company appointed a representative in our midst? Ask Stoddard, MacAleese and Watson.

We are all sorry to hear of the illness of John Carlson, night foreman of the machines. He has been under the care of a physician in his home for several weeks and this last week was taken into the Peter Bent Brigham Hospital in Boston for further treatment. His general condition, is not much improved at this writing but we trust he will soon be able to be around with us.

Antonio Soares, one of the shingle pick up men on No. 1, is confined to the Brighton Contagious Hospital with a mild case of diphtheria.

Another Maxwell in the machine department. This time it is Stanley Alukonis of No. 6.

Signs of activity around No. 4 these days with the new shingle lining up.

The green shingles made at FB are very attractive, but they are not in it compared to the green ties and ribbons worn by some of us on March 17th.

Bill Churchill has asked to be appointed milk maid in the Brigade Room in place of John Sheehan.

Did it snow down here in the valley? I'll say it did. Snowed like everything. Sure it snowed so much and so hard that Gouldie smashed up a million ("Sure it was more than millions it was thousands") of snow plows trying to plow out the FB Yard which is on the end of the line. We are still snowed in but hope to be dug out in time for Charlie Derry to cut the grass this summer. About all Charlie says is "No! Only one apiece." And he really means it. If anybody can say he ever got more than one box of matches from Charlie, let them speak up and the rest of the gang can call them—er—er story tellers.

One of our neighbors came over to our house a few days ago to use the 'phone and friend wife overheard a conversation something like this:

"Operator, are you there? Give me OFOF." "Huh?" "Oh! no, I mean 0707."

Frank Whitehead has a new radio.

Fred Reed has a new pair of overalls. Honest to goodness. Pockets in them and everything. A little bit long but Fred likes to wear them turned up.

How can you serve *one pint* of cream orange sherbert to 12 people? Rush answers.

Nope, you are all wrong. Nothing of the sort. Just keeping the place around our new boiler room cleaned up. Yep, that's what Frankie Morie is trying so hard to do. I don't know why so many people think that he is trying to make a garden there. Course, it's getting to look like one and every time even the littlest tiniest piece of paper or rubbish gets near it, Frankie, the dirt hound, is after it to beat the band. We sure like to have the place around FB looking nice and spick and span. More power to you, Frank.

Will all employees of FBP Department please use the sidewalks and keep off the highways. Please stop, look and listen before you cross the road. Another of our crew, this time Patrick Maguire, of FBPM 5, was unfortunate enough to be struck by a car on Washington Street, East Walpole, the other night. His injuries were painful but apparently not dangerous and we hope to have him back with us soon.

Any time lost because of shortage of gasoline shall not be charged to "repairs" or "replacement." It must be charged to "idle time." Ask Dresser for further particulars. No car will run without gasoline, no matter how good a reputation it may have.

BUILDING AND ROOFING LOCAL SAFETY COMMITTEE MEETING

The regular meeting of the FB Local Safety Committee was held March 12th with the following present: E. L. Chamberlain, F. W. Fisher, Clinton Cave, L. M. Pratt, Frank Mori, John White, and M. G. Phillips.

The Committee made an inspection of the machine room in FB 1, Stock Sheds SF 9 and SF 13, Store House SF 4, and around the stills and kettle house.

The general appearance of the machines was good. The stock was found piled in an orderly and safe way and the passageways clear.

The 10-ton elevator was also inspected, and, so far as the committee could see, was O.K. and the safety gates were in good working order.

Recommendations:

1. Bad holes in floor near No. 1 Machine. Matter referred to Mr. Everett.

2. Railing on stills needs to be re-arranged. Mr. Chamberlain stated that work order was now in to have this fixed.

FLOOR COVERING

In Re: Bernier's new spring suit. It looks like burlap, but some of the fellows think it looks like,—well, we can say no more.

Maguire says that the use of Dragon Blue was authorized in print paint, and that the blue lines have been "dragon" ever since.

Louie Giompetro is receiving congratulations on being the chesty daddy of a daughter.

"Ed" Conlin and Larry Gardner have opened up a soup kitchen for the purpose of feeding the hungry (Conlins and Gardners).

It can't hurt a
Bird Rug
RUG BORDER OR FLOOR COVERING
BIRD
Because all are highly cushioned easily cleaned & unusually durable

An Attractive Poster Advertising Our Neponset Rugs

The original is in colors. and has received a good deal of favorable comment.

The only enthusiasm for gardening we have come across thus early this spring is that which bubbles forth from Bernard Bailey. He has the kind of courage that will carry him through the struggle, for he already sees the many bushels of potatoes, the mountain of cabbages, and the numerous other crops that are to be harvested in the fall. Go to it, say we.

We extend sympathy to John Clifford, who recently lost his father.

Our FF Bowling Team finally succeeded in winning third place in the League, but we must remember that battles are lost in the same spirit in which they are won.

THE WHY'S AND WHEREFORE'S OF A HEN

There's one thing that makes more noise than a pig under a fence and that's two pigs. There's something that will brag more about their hens than one man, and that's two men.

Rouillard and Bailey of FF speak, eat and dream of nothing but hens and the market at one dollar and one dime per dozen. The following conversation is heard every morning regularly:

"Gosh! When my father went into the hen house this morning, there was three eggs in the nest."

"You wouldn't think they'd lay so early, would you?"

"Oh! that's nothing; they lay any time. *My* hens do, anyway." And so on into the night.

Following patter dedicated to Mr. Bailey and Mr. Rouillard by one who suffers in silence while they rave on:

The Old $2000 per Week Tune

"Oh, Mr. Bailey; Oh, Mr. Bailey,
Now I've seen some sights that you have never seen.
Why, I turned on a big light
And my hens laid all that night,
While the rooster sang 'The Wearing of the Green.' "
"Oh! Mr. Rule; Oh! Mr. Rule,
I'm afraid your hens must think you are a fool.
If you fool your hens that way,
They will turn on you some day."
"When I feed them, Mr. Bailey?"
"No, when you eat them, Mr. Rule."

MAIN OFFICE

Miss Rhind, who returned recently from a two months' leave of absence because of ill health, was accorded a royal welcome.

We were glad to see Grace Mahoney the other day when she visited us for a short while. She is recovering well from a very serious operation.

Miss Hubbard is all ensconced in her new quarters on the top floor. She is as happy in her new work as the Sales department folk are glad to have her one of them.

We are glad to welcome C. Harrison Hobart, new correspondent in the Building and Roofing Division, Mr. McPhail, a new salesman, and Frank W. Blanchette, Cost Accounting Division, who recently joined our ranks.

The quickest and simplest way to get timely and important information to all the office force is to issue a bulletin or notice and place it on the bulletin board. That is, if the bulletin board is read. Get the habit of looking at it every day. The notices are important to *you*.

PHILLIPSDALE NOTES

The conference room is completed and it looks very nice. Within its walls private talks can be had without interruption. Rules and regulations will be made and when you are called on the carpet those on the outside will not know. It will be a pretty good room after all, boys.

We have a new Oakland touring car in the yard, Mr. Eaton, owner. A very nifty looking bus, fitted out with a nice winter top. I guess the winter top was needed as we were informed that it was driven about 600 miles the first week.

Herb Chamberlain says that he is not ready to buy a car yet. Well, Herb, we know that it will take the price of a good car to buy furniture, and furniture is needed in the home first.

Allen Long, one of our painters, got the idea into his head that he wanted to be a fireman, so he took the test and passed and was appointed a member of the Providence Fire Department. However, he found that the job was a little too tame for a young fellow like him, so he sent in his resignation and he is with us again swinging the old paint brush.

Henry Holter and Bill Banks expect to do a little Dodgeing this summer in two of the best cars in the town.

On March 11th the old town was hit with a heavy snow storm and plenty of wind came along—so much that it took down telephone poles and wires, electric light poles and plunged the town in darkness for several nights. The telephone service was out of commission for days. Kerosene lamps and candles were brought into use and we quite generally returned to days of our forefathers.

Dave Lowry has a one-tube radio set and he picks up station WJAR quite frequently. He is thinking of adding about four steps of amplification so that he can pick up station WSAD. We think that Dave is interested in other things as well as radio. Some of the fair sex who work in the offices of our neighboring plants crowd the restaurant the last half hour of noontime and that is the time Dave eats now.

Miss Maguire had a short vacation after the big storm. There was no telephone for her to answer so all she had to do was to run the adding machine and the typewriter and then go home at five o'clock.

Thomas Fleming, a brakeman for the New Haven Road, while switching cars into our yard several days ago, met with a very painful accident. Tom thought that he had room enough to get by a car standing on the other side track, and he was knocked from the step of the car on which he was riding. Three of his fingers went under the wheels and they were mashed very badly. We extend our sympathy to Tom and hope that he will not lose any of his fingers.

The Top Floor of No. 1 Box Shop Where Small Fibre Cases Are Made

"WINDI-CITI-ITES"

The Norwood Roofing plant led all the Roofing Mills for the month of February on production of roll goods and shingles and we here want to pass on congratulations to the boys of FB for their fine record.

Bill O'Connell, our former traffic man, was in this week. Bill, as you know, is with our Floor Covering Sales Division here and incidently going strong. According to him Bird's Floor Coverings don't need to take its hat off to anybody. So say we all of us.

Now that "Dutch" Jansen has purchased a 1912 Oakland, his friends of the Mill feel he is seriously considering the junk business. How come, "Dutch" we thought you had become fully sold on a "non-stop" run.

Dave Rosky, who has operated our Multigraph Press for the last few years, leaves us Saturday to enter the clothing business.

Roland Altman, our office boy, is to work on the Multigraph Press and his place will be taken by George Hanna whom we are glad to welcome into our organization.

Mel Johnson, of our Shipping Crew, was married this week.

Mr. Emil Minas, for years a dealer of ours in Hammond, Indiana, was in this week with Mr. John Gartner and son,

who are to succeed Mr. Minas in his business at Hammond.

Harry Cunningham is confined to his home with a heavy cold. His unloading crew, led by Sol Baker, is doing a good job in Harry's absence.

Shorty George and his No. 2 Machine Crew have had several non-stop runs of late and at the same time they have broken several records.

Not to be outdone by "Shorty" George and his No. 2 Crew, Dutch Jansen led his No. 1 Machine Crew to a non-stop record breaking run on Universal Roofing on Thursday of this week. Dutch says all he wants is felt that won't break and then to watch his smoke. He ran 3115 squares in ten hours using No. 22 felt and had no breaks.

Jack Steele, one of our Ohio representatives, was at the plant on Monday of this week.

Messrs. Patten and Ross of the Luhring Lumber Co., of Evansville, Ind., paid a visit to the plant today.

Joe Miller recently landed a job of 1100 squares to be used on the American Brass Company at Kenosha, Wisconsin. Mr. MacDonald of the East Walpole Office worked on the job with Joe while he was here in the West. Hennessy has landed another 200 square job on a school at Valparaiso, Indiana, while Dan Higgins has sent in another order from John Deere Plow Co. at Moline for 300 squares. Jesse Tuscher continues to send in a good-sized job each week and his contribution for this week was one of 200 squares for the J. D. Wallace Co. here in Chicago. Harry Prinzler sent in two orders, one of 208 squares on a school at Miami, Ind., and the other of 188 squares on the Fatsinger Building at Frankfort.

Never bear more than one kind of trouble at a time. Some people bear three; all they have now, all they had, and all they expect to have.

E. A. Tuscher left this week for Arkansas and Louisana. He expects to just miss (?) the Mardi Gras in New Orleans.

Harry Prinzler came in Wednesday of this week. Harry certainly said some nice things about the way our Shipping Department is loading and bracing the cars.

We had the largest shipping tonnage for February of this year than of any previous year in this plant. Last March and April were big months, but it is possible to do better. The mill will make the goods and make it right and all we want is for you, Mr. Salesman, to sell it and sell it right.

"The reason the modern women wear so few clothes is because they are all wrapped up in themselves."

Nick Schriber, our No. 1 Coating Section Man, is confined to his home with a heavy cold.

Louie Freeman and family left for the East early this week to attend the funeral of Mrs. Freeman's father.

They told Arch Downey when he bought his radio not to switch to the loud speaker until he heard distinctly on the head phones, but Arch just didn't—and—well—it's a long story—too long for this sheet.

CANADIAN NEWS

Once a person has been a member of Bird & Son, Ltd., it is very hard to break the ties. Mr. F. H. Jeffrey, formerly of our Sales force, has come back to the fold, and is taking over the Windsor District. We are all glad to have this smiling salesman back on the job with us.

While we are glad to have Mr. Jeffrey back, it is with regret that his return was caused by the resignation of Mr. E. N. Adams, who left us the end of February, to take up duties elsewhere.

We also welcome to our Sales Force, Mr. L. E. Bellanger and Mr. G. R. Chouinard, who are going to look after our Quebec interests. Good luck to you boys—go ot it.

Bird & Son were represented at the Hamilton Y. M. C. A. vs. Buffalo wrestling matches, when Wes Clark, our *Neponset Review* Mill representative, got the best of his set-to with the Buffalo man. Wes is certainly coming ahead in this line of sport, and we are all watching his progress with interest. We look for him to make good on the Ontario championship tournament, so prepare for further news.

Famous Sayings of Famous People:

"The point is here."
"Well for crying out loud."
"Good luck to you."
"All the girls like devotion."
"Now let me see."

Bird & Son Ltd. Employees Association held a concert and dance in the office building Friday, March 14th. The Vice-President, Mr. Albert Ralph, occupied the chair and called upon Mr. McNeil for a few remarks of welcome. Appreciation of these remarks were shown by the large gathering in a very enthusiastic manner. During the evening the following program was carried out:

Vocal Solo, Mr. H. Hunt; Piano Solo, Miss Frances Jones; Vocal Duet, Miss Lumsden and Mrs. Cheriton; Recitation, Miss Margaret Jones; Vocal Solo, J. Toffani.

Intermission

Vocal Solo, Mrs. J. Will; Piano Solo, Miss K. Barker; Vocal Solo, Mr. R. C. Crooker; Guitar Trio, Miss Powlesland, Miss Robinson, Professor Kakalia; Accompanist, Miss K. Barker.

The many friends and admirers of Harold Lansfield Blach will regret to hear that his death is momentarily expected. Yesterday, finding it necessary to return a letter for correction, he is believed to have remarked—"Possibly I made an error in dictating this." The stenographer has not sufficiently recovered to give details.

Suggestion:

S. Pearce, Hamilton—that a lead wool packing, which will stand the heat, be obtained in place of present packing

READY TO DELIVER NEPONSET FLOOR COVERING

The truck is not our own but one of a fleet of six trucks of the Weber Motor Service Company, which is handling our trucking in the City of Chicago.

About thirty carloads of Rugs and Floor Covering have been distributed in the City of Chicago during January and February, 1924 (almost all to retailers). Practically all of this merchandise was delivered to the dealers out of our Chicago Warehouse in trucks like the one shown in the photograph.

"PONT ROUGE"

January and February were two of the best months Pont Rouge has ever had as far as production was concerned.

In previous years during these periods, production dropped 60 to 70 per cent. This year it dropped no more than 5 to 10 per cent. This improvement is due to the storage dams at the head of the Jacques Cartier River, and will have a lot of bearing on making the Jacques Cartier River one of the best in this section.

VETERANS' ROLL OF HONOR

We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during April, together with the names of our veterans who complete over 20 years service this month:

			Yr.
John M. Smith	Paper Mill	Apr. 4, '79	45
Maurice Ahearn	Retired	Apr. 1, '81	43
Michael Reardon	Box Shop	Apr. 4, '94	30
Frank Fisher	Safety Inspector	Apr. 3, '95	29
John Linnehan	Paper Mill	Apr. 7, '97	27
George Doderer	Paper Mill	Apr. 17, '97	27
John Hale	Paper Mill	Apr. 11, '99	25
Edward Bonner	Paper Mill	Apr. 1, '00	24
Kenneth McLennon	Paper Mill	Apr. 9, '00	24
George W. Towle, Jr.	Bldg. & Rfg. Sales	Apr. 1, '01	23
Michael Powers	Maintenance	Apr. 5, '01	23

THREE OF OUR VETERANS WHO CELEBRATE IN APRIL
Jack Hale, DMC; Mike Reardon, FXR; "Professor" Smith, DMB.

Mary Sline	Finishing	Apr. 11, '01	23
Coleman Howe	Paper Mill	Apr. 21, '01	23
Fred W. Shepard	Maintenance	Apr. 1, '02	22
John Spillane	Paper Mill	Apr. 9, '02	22
Patrick Connolly	Paper Mill	Apr. 19, '02	22
Gustaf Johnson	Bldg. & Rfg.	Apr. 1, '03	21
Patrick Hessian	Maintenance	Apr. 4, '03	21
Halburton Dobbins	Bldg. & Rfg. Sales	Apr. 25, '03	21
James Twedie	Retired	Apr. 9, '04	20
Oscar Anderson	Phillipsdale	Apr. 7, '09	15
Frank Smith	Bldg. & Rfg.	Apr. 8, '14	10
William Welch	Maintenance	Apr. 23, '14	10
Festus Connolly	Maintenance	Apr. 24, '14	10
J. B. Steele	Salesman, Chicago	Apr. 1, '19	5
William Stanzich	Paper Mill	Apr. 4, '19	5
Arthur Curry	Phillipsdale	Apr. 5, '19	5

ASK FOR IT AT THE LIBRARY

In its recently published volume, Glass, Paints, Varnishes and Brushes, the Pittsburg Plate Glass Co. has certainly outdone anything we have seen in the way of catalogues. It is a handsomely bound volume of 178 pages, carefully indexed, and containing hundreds of beautiful illustrations, many of them colored, suggesting delightful combinations for the interior decorator and individual housefurnisher.

Answering as it does all the purposes of a catalogue complete in every detail, it is, in addition, a valuable asset to any library because of its treatise on the manufacture, history and uses of glass, paints, varnishes, and brushes.

MAIN MILL PROVES SUPERIORITY OVER FLOOR COVERING IN CLOSE CONTEST

As was anticipated in last month's *Review*, the Multibestos finished first in the Industrial Bowling League, but the real battle came for second position. When the schedule was finished the Floor Covering warriors and the Main Mill contenders were tied, so that it was necessary to have an extra battle on March 9th to determine whose berth it should be. In the first string the Main Mill walked away with the honors, 476 to 437; but the Floor Covering came back in the second, 496 to 478. That rather winded them though, for the Main Mill took the third string, 504 to 465. Miller Higgins was high man for the Main Mill with 330 points, and Steve Reardon captured the honors for the Floor Covering with 306.

The standing of the teams at the close of the season:

	Won	Lost
Multibestos	43	13
Main Mill	40	17
Floor Covering	39	18
Gray Co.	27	25
Fales	26	30
Hollingsworth & Vose	17	31
Lewis Mfg. Co.	14	34
Building & Roofing	11	45

Several records were hung up during the season which entitle the boys to special prizes:

High Individual average—1st, C. Flower, 99.17; 2nd, J. Dine, 97.13; 3rd, H. Higgins, 95.

High Individual 3-string total—J. Dine, 345.

High Individual single string—J. Dine, 136.

High team 3-string total—Main Mill, 1468.

High team single string total—Main Mill, 521.

The following names are entitled to a prize for the high individual 3-string total on each team: Slattery, Multibestos; Koebe, Main Mill; Sansone, Floor Covering; J. Sullivan, Gray; Lindequist, Fales; White, Hollingsworth & Vose; Colbert, Lewis Mfg.; Hurley, Building and Roofing.

BIG NIGHT—APRIL 24TH

Plans are being perfected for the Bird Club night, to be held at the Norwood Civic Association, April 24th. John J. Burke, with Harry Dresser, Jimmie Dine, Jim Stowell and Bill Murphy to help him, is making arrangements for the bowling. Sam Gladding, Ben Sodergren, Fred Kinsman, Bill White and Arthur Mellin are looking out for basket ball. Jim Maguire, Chairman of the Entertainment Committee for the month, is working with these two committees to make it a gala affair. Better plan now to be there

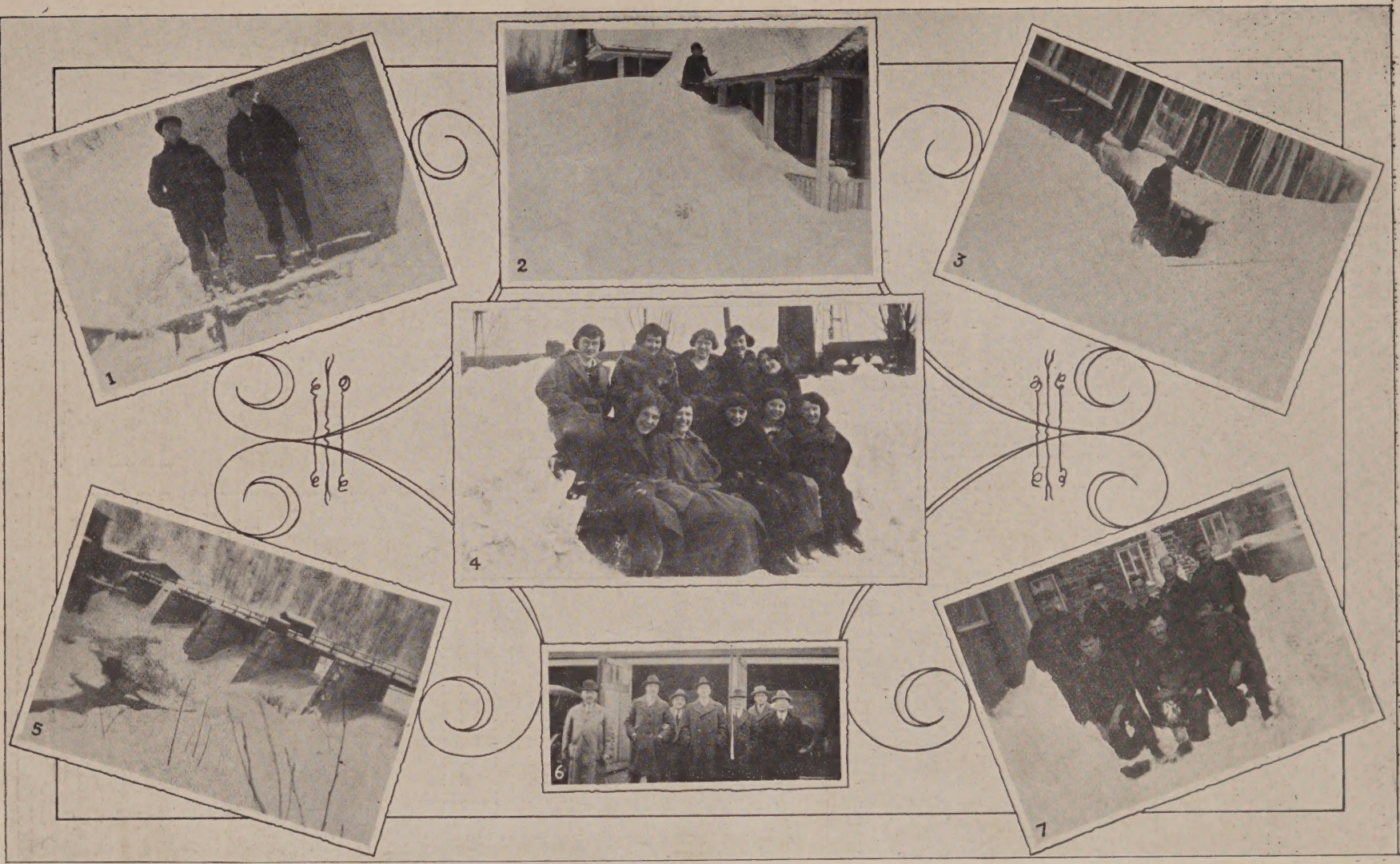
WORLD'S SAFETY RECORD

Employees of the Delaware and Hudson railroad working in the locomotive repair shops at Colonies are claiming the world's shop safety record.

The 1,035 men worked a total of 200,000 hours in January without a single "reportable" accident, and with no loss of time from accidents.

A "reportable accident," according to Interstate Commerce Commission standards, is an accident which causes loss of more than three days' work.

The record is said by the company officials to be due to a five-year intensive safety campaign.



WHEN WINTER CAME TO CANADA

1. W. S. Parke, Supt. and Nelson Gibeault, Asst. Supt. Pont Rouge. 2. Mr. Parke's small daughter climbing onto the roof of her house from a snow bank. 3. Supt. Parke at entrance to mill. 4. A smiling group from Hamilton. Back row: K. Barker, R. Cheriton, V. Ingledew, M. Simpson, C. Powlesland. Front row; F. Jarrett, K. Lumsden, L. Stephenson, M. Brunton, M. Jones. 5. Our dam in winter, showing ice between piers. 6. Some of Hamilton's hustlers, G. S. Wakeford, G. C. Schnabel, D. Murphy, R. C. Crooker, C. A. Liffiton, W. A. Mutch, F. T. Bush. 7. Pont Rouge maintenance crew. Front row: G. Lamothe, E. Fortin, N. Lamothe. Back row: M. J. Corcorran, Master Mechanic W. Jackson Asst., J. Gauthier A. Jobin T. Papillon.

VOL. XII. NO. V

VACATIONS

To Our Fellow Workers:

As you may know, Bird & Son has for many years granted vacations to salaried employees without loss of pay. We are pleased to announce that, starting this year and until further notice, all employees who have been in our service continuously for 10 years or more will be granted one week's vacation with full pay. This means that a large number of workers will be entitled to vacation privileges and it will, therefore, be necessary to arrange vacations so that production shall be affected as little as possible.

Plant workers, with 10 years or more service, who are eligible under this plan, may arrange to take their vacations any time during the year, subject to the approval of their respective foremen and the superintendent of the plant. Employees on vacation will be paid the same rate they would receive for the regular schedule of operation.

This plan is adopted to recognize, in part, long and loyal service. It is a new idea in plants of this kind, but we are hopeful it may prove to be mutually satisfactory.

Bird & Son, inc.

East Walpole, Mass., April 25, 1924.

SAFETY HINTS FROM HISTORY

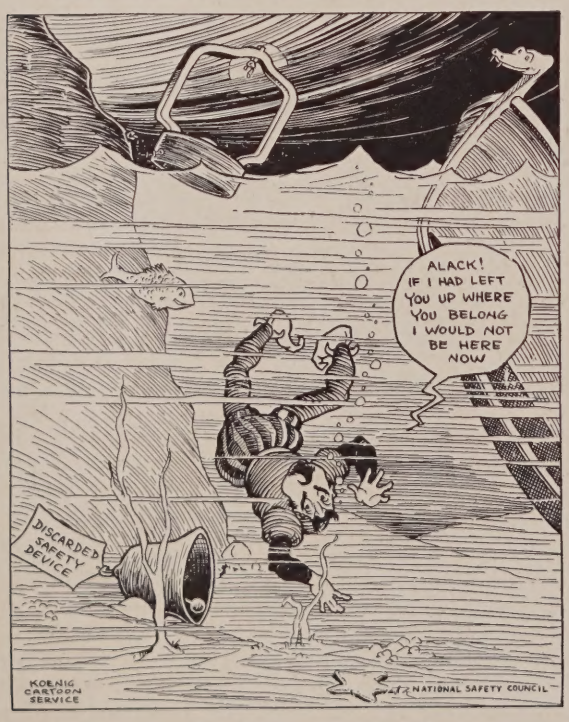
The Inchcape Rock

On the northeast coast of Scotland is a spot known as the Inchcape Rock which has been a hazard to vessels for many centuries. Back in the middle ages there lived on the coast an abbot who was several centuries ahead of his time in the use of guards. The abbot placed a guard on the rock in the form of a bell buoy which rang out a warning when it tossed about in a heavy sea.

Sir Ralph the Rover, who also lived on the coast near the rock, objected to the guard. It interfered with production—the production of wrecks from which he salvaged the valuables. So he cut the bell from the buoy.

Then, Sir Ralph went on a bootleg expedition in the North Sea. There were no safety committees of battle cruisers patrolling the seas and Sir Ralph returned with his swag without any thought of danger. Nearing home on a dark, stormy night his ship struck the Inchcape Rock and he sank with all his plunder.

Sir Ralph's experience resembles very much that of a foreman in a small woodworking plant who had guards installed for use only when the factory inspector was around. When the inspector was safely on board the outgoing train, the foreman ordered the guards removed, saying that no darn inspector was going to show him how to run the shop. One day he was using a circular saw himself, unguarded of course, and the teeth of the saw bit off two of his fingers.


ALACK! IF I HAD LEFT YOU UP WHERE YOU BELONG I WOULD NOT BE HERE NOW
DISCARDED SAFETY DEVICE
KOENIG CARTOON SERVICE
NATIONAL SAFETY COUNCIL

There is nothing new or unusual about this type of accident. Anyone who has ever worked in a factory has known similar cases where those who refused or neglected to provide protection for others have been victims of the hazards they ridiculed.

There is a Scripture quotation to the effect that he that diggeth a pit for others shall fall into it himself. But how about the fellow who sees the pit and doesn't cover it?

BOX SHOPS RETAIN FIRST HONORS

Main Mill Moves to Second Place

Standing for March

	No. Emp.	Accidents	Days Lost	Standing
FX	245	1	5	.975
DM	257	1	17	.949
FB	252	3	10	.940
FF	301	3	15	.940
EM	158	2	22	.892

Here's the Story in Detail

FXF—Knife block fell on foot. Result: Bruised foot and five days lost.

DMP—Caught hand in calender stack. Result: Two fingers bruised and one fractured—will lose several weeks.

FBE—Motor pulley fell. Result: Bruised back—5 days lost.

FBM—! ! Piece of steel from chisel in eye! ! Result: Two days' lost time—but think what it might have been.

FBV—Roll of felt fell against leg. Result: Bruised leg and three days lost.

FFF—Cut finger on blade of wax machine. Result: Eight days' lost time.

Steel sliver in thumb. Did not report to hospital. Result: *Infection*! ! ! 4 days lost.

FFD—Roll of wrapping paper fell when chain broke. Result: Bruised foot.

EMW—Slipped on No. 5 Machine Room floor. Result: Broken arm—will lose several weeks.

Bumped head against set screw. Result: A bad headache and three days' lost time.

Look Them Over and Resolve They Will Not Happen Again.

BE CAREFUL ALL THE TIME.

HOW DO YOU START THE DAY?

The *Wrong* Daily Half Dozen.

1. I'll do as little work as possible.
2. I've got a bum boss.
3. Business is going to the dogs this winter.
4. I'm satisfied to remain in debt.
5. This country is an awful place to live in.
6. I wish I was dead.

The *Right* Daily Half Dozen.

1. I'll do as much work as possible.
2. My boss is a pretty good scout.
3. Business will continue to improve.
4. I don't owe a nickel.
5. A great place—this country.
6. I'm glad I'm alive.

FRANCIS WILLIAM BIRD
1881—1918

(We print below a review of Mrs. Edith Bird Bass' story of Francis William Bird, which she compiled for his children. This glimpse into the account of the life and character of a man who so endeared himself to all who knew him will no doubt make many wish to read the book, a copy of which we have in our Library.)

It was the privilege of few of us to come in contact with Mr. F. W. Bird during the short period that he was connected with the organization, but all of us may, in a measure, appreciate the man he was from the sketch of his life written by his sister, Mrs. Bass. A close companion from their early years, their many interests in common, made her peculiarly fitted to give to his children her reminiscences of his life, and to bring together incidents and letters from relatives and associates which give added light upon his wonderful character and unusual mental attainments. It is a wonderful record of progress and accomplishment in his profession and political career, for so young a man, and a wonderful record of devoted service to man and cause.

He was entirely oblivious of self, without the aggressive qualities which usually accompany leadership. Like his ancestors he was a man of courage and ability, destined to have become a figure in national politics. But these qualities were inconsiderable in comparison with his integrity, great human understanding and sense of justice. His gentle, winning smile was an outward expression of his concern for others and cannot be forgotten.

The book gives a very pleasing picture of the family life at East Walpole in their early years and it brings home to many the contrast between the East Walpole of the past, when the industries were yet to be developed, and the railroad had not long served the community, with the present extent of the business of the town and the promise for the future.

Francis William Bird was fortunate in receiving his first instruction in his studies from his aunt, Miss Mary Bird, and between these two a most tender relation existed. Later he attended the East Walpole schools, then a leading school for boys in Boston. This being somewhat taxing on his health it was decided that he spend a year at a camp school. The winter was spent in Florida and there he enjoyed life in the open to its full extent. Then came three years of study at a preparatory school in Pennsylvania where he made the acquaintance of boys from other sections of the country.

From the very first of his school years he gave promise in his studies of marked ability. His interest and success in athletics, into which he entered with unusual vigor, is perhaps to be regretted, as the too strenuous exertion was possibly contributory to his early passing. Entering Harvard in 1900 he made a brilliant record in his studies and athletics, finishing his course in three years, but his record and reputation for scholarship was made in Harvard Law School.

After graduation he entered the law office of one of New York's most prominent law firms. Within a few months he was appointed Assistant United States District Attorney of New York City, where he distinguished himself to a marked degree. After two and one-half years of service he formed a partnership with two of his classmates.

From the beginning of his career in New York he was actively interested in politics. In 1911, by appointment of President Taft, he became Collector of the Port of New York, where his ability as an organizer and power to correct abuses then in force, was clearly demonstrated. Convinced of the necessity of reform in politics, he became the firm supporter of Colonel Roosevelt in the Progressive Party movement in 1912, and as Chairman of the Committee of Seven, to organize the party in New York County, he clearly showed his powers of leadership and accomplished wonderful results.

The chapter devoted to camping and hunting trips is delightfully told and reveals his thoughtful and unselfish traits, and readiness to assume responsibility. While in no sense a sportsman he enjoyed these trips to their utmost and contributed much to their success.

In 1914 he married and his family life became almost an ideal one. Devoted, considerate, oblivious of self, his loss was irreparable, but what a treasure and consolation is the memory of such a great and beautiful spirit.

A. S. B.

FIRE BRIGADE

East Walpole: The regular Fire Brigade meeting at the Main Mill was held on April 7, 1924, with Roll Call at 4.50 p. m.

Asst. Chief J. H. Smith gave notice that separate stalls are to be built for individual companies to hold hats, coats and boots. The importance of looking after fire hose in each department was discussed, as was the matter of waste cans. It was decided that these latter should be cleaned out once a day instead of once a week as formerly. A general discussion followed, as it was too wet for outside drill.

Fifty-four were present and six absent. The meeting adjourned at 5.20 p. m.

Norwood: The regular meeting was called at 4.45 p. m. in the Brigade Room on April 7, 1924. The time was spent in talking over methods of handling oil fires and how each member can familiarize himself with the plant, how to get to certain places where a fire might be, and whether or not to use water on oil fires. They were advised by Deputy Chief M. F. Sheehan not to play water on hot iron or hot oil pipes.

General discussion then took place and the Brigade was in favor of having the Town of Norwood test out the Town alarm boxes once a month. Meeting adjourned at 5.35 p. m.

FLOOR COVERING SALES—50-50 ADVERTISING

Starting February 1, 1924 and continuing until May 30, 1924, the Floor Covering Sales Department is running a contest among its salesmen for the placing of the largest amount of 50–50 local newspaper advertising per dealer in respective territories.

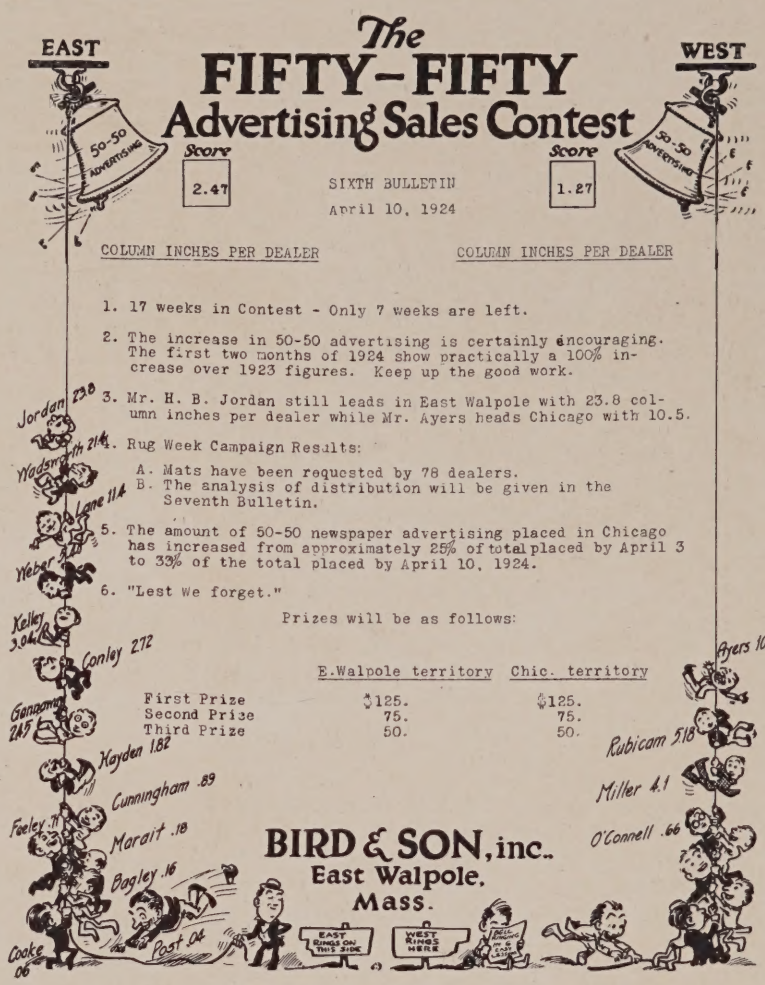
The Eastern territory as a whole is also in keen competition with the Western group. Not until the final Bulletin is issued in June will it be safe to say—"you win!"

An entire programme for a week's advertising campaign has been carefully prepared in addition to a complete revision of all newspaper cuts furnished, free of charge, to our merchants.

In the sample Bulletin shown are a number of interesting facts regarding this contest. Here are a few more:

1. It is seldom that a merchant will advertise at this time of year without linking it up with some sort of display. As a result 223 Sales have been scheduled in the Eastern territory alone, to say nothing of even as great a number in the Western territory.

2. Reports are constantly being received from our merchants telling of their successes.


The
FIFTY-FIFTY
Advertising Sales Contest
EAST
WEST
Score
2.47
Score
1.27
SIXTH BULLETIN
April 10, 1924
COLUMN INCHES PER DEALER
COLUMN INCHES PER DEALER
1. 17 weeks in Contest - Only 7 weeks are left.
2. The increase in 50-50 advertising is certainly encouraging. The first two months of 1924 show practically a 100% increase over 1923 figures. Keep up the good work.
3. Mr. H. B. Jordan still leads in East Walpole with 23.8 column inches per dealer while Mr. Ayers heads Chicago with 10.5.
4. Rug Week Campaign Results:
A. Mats have been requested by 78 dealers.
B. The analysis of distribution will be given in the Seventh Bulletin.
5. The amount of 50-50 newspaper advertising placed in Chicago has increased from approximately 25% of total placed by April 3 to 33% of the total placed by April 10, 1924.
6. "Lest We forget."
Prizes will be as follows:
E.Walpole territory
Chic. territory
First Prize $125. $125.
Second Prize 75. 75.
Third Prize 50. 50.
Jordan 23.8
Wadsworth 21.4
Lane 11.4
Weber 3.0
Kelley 2.04
Conley 2.72
Gannaway 2.45
Hayden 1.82
Cunningham .89
Foley .71
Morait .18
Bagley .16
Cooke .06
Post .04
Ayers 10.5
Rubicam 5.18
Miller 4.1
O'Connell .66
BIRD & SON, inc.
East Walpole.
Mass.
EAST RINGS ON THIS SIDE
WEST RINGS HERE

3. Numerous pictures of clever window displays are also being received.

4. Finally, and this is important, there is constantly growing a splendid feeling of definite co-operation—real team work—among our merchants, salesmen and ourselves.

In the Second Bulletin, Mr. Wadsworth headed the East Walpole division with no report from Chicago.

In the Third Bulletin Mr. Gannaway jumped ahead in East Walpole while Mr. Rubicam of Chicago led both divisions.

With the Fourth Bulletin Mr. Jordan took the lead for East Walpole and Mr. Ayers replaced Mr. Rubicam for the Western Division.

From the Second Bulletin to the Sixth, Chicago as a group has been cutting down the lead taken in the early stages by East Walpole.

No startling changes of position developed with the Fifth Bulletin, but by the time this article is in print the Seventh Bulletin will be out and it is safe to predict a considerable "Shake Up."

If, by chance, anyone is interested in receiving a copy of some of these Bulletins, just drop a line to Department CPF and they will be sent.

THE FIRST QUARTER

March shipments fell below March shipments of 1923, but a resume of the *first three months* of 1924 as compared with the first three months of 1923 discloses the following:

(1) An increase in total tonnage shipped from the Building and Roofing plant of 17%.

(2) An increase in dollars and cents sales of over 26%.

(3) An increase of shipments in the case of *all shingles* of about 53%.

(4) An increase of shipments in the case of Paroid Roofing of about 32%.

(5) An increase of shipments in the case of Designed Roofing of about 11%.

(6) An increase of shipments in the case of *all waterproof* building papers of about 30%.

(7) A DECREASE in the case of Neponset Black of 9%.

(8) It is a reflection upon the entire Sales Department that shipments of Neponset Black decreased.

P. H. B.

The world belongs to the enthusiast who keeps cool.
—From a Book by William McFee.

BUILDING & ROOFING SALESMEN'S MEET-UP

The Salesman of the Bldg. & Rfg. Dept. and their Guests at Luncheon at the Gymnasium of the Bird Club, Thursday March 27

Sitting from right to left are: **C. T. Blair,** Virginia, **L. P. Chittenden,** Florida, **J. H. Van Hoy,** Delaware and Maryland, **W. A. Nicholson,** Pennsylvania, **G. E. Pendergast,** Connecticut, **W. E. Waddell,** West Virginia, **F. H. Hird,** General Manager, Chicago plant, **L. L. Thompson,** Southern Division Sales Manager, **P. H. Bailey,** Sales Manager, **W. E. Hale,** Eastern Division Sales Manager, **E. H. Bartlett,** Division Sales Manager, **H. H. Miller,** Treasurer, **Mr. Ingalls,** O'Connell-Ingalls Advertising Agency, **A. D. Kilham,** Designed Roofing Sales. Standing, 1st row, right to left: **W. F. McPhail,** Special Salesman, **D. A. Chase,** Assistant to the President, **T. Benson,** New York City, **R. Seidler,** New Jersey, **B. D. Rogers,** Manager Labor Bureau, **F. T. Feeley,** Art-Craft Sales, **A. H. Brooker,** the Carolinas, **N. R. Bartlett,** Connecticut, **D. F. Pendergast,** Massachusetts, **L. K. Giberson,** Massachusetts, **W. L. Schacht,** Connecticut, **E. F. Murphy,** Special Salesman, **N. H. Foster,** Built-Up Roof, **F. W. Smith,** Engineer, Building and Roofing plant, **I. N. Jelalian,** O'Connell-Ingalls Advertising Agency, **S. C. Traudt,** Special Salesman, **C. H. Andrews,** Sales Manager, Box Products Division, **J. C. Donnelly,** Boston, **H. Dobbins,** New Hampshire. Third row, right to left: **E. R. Clarke,** Chicago, **A. H. Anderson,** Auditor, **G. J. Keller,** New York, **C. F. Waltman,** Pennsylvania, **H. M. Pringle,** New York. **S. E. Whitman,** Special Salesman, **R. Roberts,** New York, **D. B. Kimball,** Chemist, Building and Roofing Plant, **H. Knight,** Massachusetts, **John Foley,** Inspector, Building and Roofing Plant, **J. L. Allen,** Massachusetts, **W. E. Dolan,** Head of Sales Correspondence, **F. E. MacDonald,** Built-Up Roofing, **H. D. Wilson,** Georgia, **C. A. Canty,** Maine, **R. H. Sherman,** Rhode Island, **George Smith,** in charge of Planning and Shipping, **H. F. Everett,** Foreman Machine Dept., Building and Roofing Plant, **E. L. Chamberlain,** Assistant Superintendent, Building and Roofing Plant, **G. W. Towle,** Massachusetts, **W. F. Sline,** Massachusetts, **J. H. Bunker,** Maine.

On Thursday, March 27th, the salesmen of the Building and Roofing Division took possession of the town, and for awhile they were kept busy renewing old acquaintances, swapping selling experiences, visiting the plants, and generally enjoying themselves.

The specific business of the meet-up was transacted in the auditorium of the Wednesday Club, but many business matters were interestingly discussed at the luncheons Thursday and Friday, March 27th and 28th. A grand banquet and entertainment was held in Bird Hall, Thursday evening, March 27th, where the gathering included all the members of the outside sales force, office sales department, heads of all departments and representatives from the mill. P. H. Bailey acted as toastmaster, and the following made brief addresses: P. R. Allen, Vice President, George Wyman, General Manufacturing Manager, J. H. Smith, Past President Old Timers' Club, Mr. O'Connell, O'Connell-Ingalls, representing the press, Mr. Stowell, representing the Selectmen, Mr. Gavin, representing the dealers and lumber organizations, W. E. Hale, Eastern Division Sales Manager, L. L. Thompson, Southern Division Sales Manager.

The salesmen left for their territories Saturday noon proclaiming the meet-up the greatest ever.

Friday at the luncheon the following resolution was adopted by the salesmen and presented to the chairman:

To Bird & Son Incorporated:

Resolved, That in consideration of the general meet-up of the Eastern and Southern salesmen convened in the 129th year since the establishment of the business.

Resolved, That the thanks of this convention be handed to the officials of Bird & Son, incorporated for their hearty welcome and generous hospitality.

Further be it resolved, That we have accepted the challenge of the Chicago plant and will make every possible effort that East Walpole may hold the banner. (Signed) H. Dobbins, D. F. Pendergast, W. A. Nicholson, Chas. A. Canty, L. P. Chittenden. Committee.

Suggestion Column

Again we show an improvement in the number of new suggestions received. The records for the first three months this year are as follows:

January	30
February	42
March	54

The record for April is not complete at this writing, but the indications are that they will at least equal the March figures.

It is a pleasure to see the suggestions coming in. They are an indication of the amount of interest we have in our work. They are an index to your value to Bird & Son. We have endeavored to impress upon each employee of this organization, through this column, the value of this system to him. It brings his work to the attention of the management in a way that almost nothing else can do. It shows that he is interested in his job and is striving to improve conditions and operations. It means that he should be capable of filling a bigger job if he continues to use his head to the best advantage.

So, keep up the good work. Send the suggestions in to the Committee so fast that they will have to work overtime to get them investigated and passed on. Everyone will be happy that way.

There were sixty suggestions considered at the meeting on April 2nd, six of which had been held over from the previous meeting for further investigation. These were disposed of as follows:

Recommended for Acceptance	14
Not Recommended	35
Held for Further Investigation	11

Following are those which were accepted:

Opening in side of dusters for cleaning
John Cullinane, DMC.

Winding small rugs...Charles A. Flower, FFM.

Change in gear guard .....John Fucci, FFN.

Emergency ladders on stills
Wm. A. Gordon, FBQ.

Lever on pull rolls at cooling rack
John Graham, FBP.

Changing oil room and paint shop
Allen Long, DP.

Cool air pipes removed from under press rolls
Pat Maguire, FBP.

Iron plate on brick wall..James Maroney, FXF.

Chilled rolls on machines in FXK
D. H. Regan, Sr., EMM.

New form of car list ....W. G. Rouillard, SMR.

Formation of a chemical company
Robert Roy, FBN.

By-pass on wax machine drip line
Patsy Sansone, FFD.

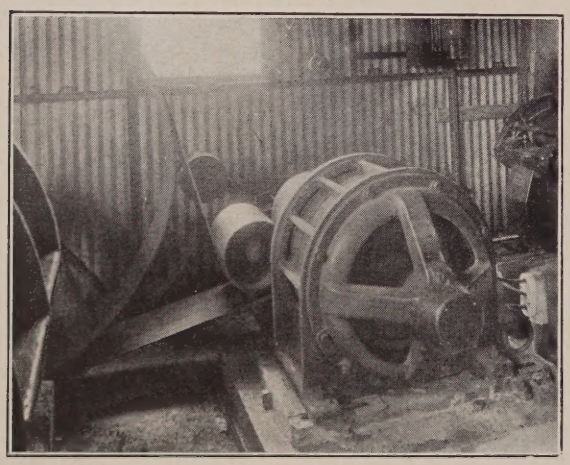
Prestic wad cutter .....Harry L. Tower, FXW.

Storage for U. S. rubber stock
W. C. Wiggin, DVX1.

ASPHALT BLOWING PLANT CHANGES

The Building and Roofing Plant has just completed changes in the blowing machine equipment for the Asphalt Stills. The two original blowers of 1650 cubic feet per minute capacity have been replaced by positive pressure blowers of 2500 and 3500 cubic foot capacity.

The interesting feature of this new installation is the replacing of the chain drive, from the motor to the blower, by short center leather belt drives. This is the "Pulmax" drive made by the Bird Machine Company and enables us to use a leather belt drive in a short space.



Pulmax Drive, Made by Bird Machine Co.

The 2500 cubic foot blower is driven by a 75 horse power motor and the 3500 cubic foot blower by a 100 horse power motor.

These changes will make available a larger quantity of low pressure air for "blowing" the different fluxes from which we make the various quality asphalt coatings for our NEPONSET products, the PAROID roofing and Black Building papers.

F. W. S.

MY RADIO

The hours I spend with thee, dear heart,
Are fraught with joy and bliss, altho
At times I'd like to kick apart
My Radio, my Radio.

Each word a shriek, each song a blare,
But still I tune and tune in vain;
I listen in unto the end, and there
You screech again.

"B" batteries and ampliphone,
Oh, tuning coil that makes me cross,
I wish that I could cure your static groan,
But you're a loss, sweetheart, a total loss.

"The Stub End."

No one can do good work when the mind is clouded with unhappy or vicious thoughts. The mental sky must be clear or there can be no enthusiasm, no brightness, clearness, or efficiency in our work. To do the maximum of which you are capable, you must keep your mind filled with cheerful, uplifting thoughts.

The whole value of solitude depends upon oneself; it may be a sanctuary or a prison, a haven of repose or a place of punishment, a heaven or a hell, as we ourselves make it.

THIS IS GARDENING WEATHER

Hang Up the Snow Shovel—Get Out the Hoe

One of the great pleasures of living in the country is that of being able to include a garden among one's possessions. By a garden is meant not only the abode of the lettuce and squashes, but of the roses, the tulips, and the clematis paniculata.

As to the kitchen garden, vegetables have come into even more than ordinary prominence during the last few years, and the vegetable element in our daily meals is often more enjoyed than the substantial rich meats and the heavy cereals. Physicians have more and more stressed the value of vegetables, and much more attention has been paid to their cookery. It has also been comparatively recently discovered that, beside their deliciousness, they are hosts—so to speak—of our friends the vitamines—a mysterious and benevolent family formerly unknown to us even by name.

It doesn't always follow that simply because one lives in the country fresh vegetables are a matter of course. Many times the "garden stuff" in our market has been picked in our own market gardens, shipped to the city, and returned to us via our local stores. Therefore, if we are to be sure that our vegetables are really fresh, we must, in most cases, raise them ourselves. Many of us learned the delight, not only of eating really fresh vegetables, but of producing them, during the war. The "War Gardens," in numberless cases, came to stay.

Chiefly because of these same vitamines certain hitherto humble vegetables have taken a rapid bound into popular favor and esteem. The cabbage, for instance. What could be more spectacular than its rise in favor during the last few years? There are now so many delicious recipes for its use, both in salads and when cooked, as to make it a very esteemed and necessary inhab itant of even small gardens. Lettuce and spinach, also, are rich in vitamines and mineral salt, and are more and more valued each season. Tomatoes now share honors with oranges in furnishing the pre-breakfast fruit juice considered so necessary for babies and young children. The home garden is more and more honored and desired each year.

How about expense, however? At the present time, a vegetable garden is perhaps a luxury if run entirely by hired help. Home talent is the solution; and such is the pleasure, gain to health, and general advantage to the whole family obtained in devoting a portion of the summer leisure to the occupation of gardening if one's tastes run in that direction, that one can hardly go wrong in having one. At the end of the season, after enjoying the luxury of fresh vegetables in variety and abundance, and gloating over the neat and impressive rows of full cans in the store closet and remembering the delight of sunny hours among the "green growing things" (even remembering the bugs, the weeds, and the backache; but somehow these memories seem to fade a bit); we are very apt to decide, emphatically, that it does pay, and to begin to plan to enlarge next year's garden.

No doubt some of the gardens are already planned for the year. Many are not, and it is none too soon to lay them out. We give below a list of vegetables that should be included in every garden:

Tomatoes—First of all and always; two dozen plants.

Lettuce—Black-seeded Tennisball, early; May King, in May; Wonderful, Iceberg, Cos, Crisp-as-Ice, for hot weather.

Radish—Scarlet Globe; keep going all the season.

Carrots—French forcing (early), plant twice; Danvers Half-long (late), plant two or three times.

Beets—Crosby's Egyptian (early and mid-summer); plant each twice.

Parsley—Use in borders. Always soak seeds overnight.

Cucumbers—Japanese Climbing (to be trellised); White Spine.

String beans—Kentucky Wonders in the small garden, as saving much room.

Summer Squash—Two hills. Giant Summer Crookneck.

Cabbage—Early Jersey Wakefield (early), American Savoy (all-season), Danish Ballhead (Winter).

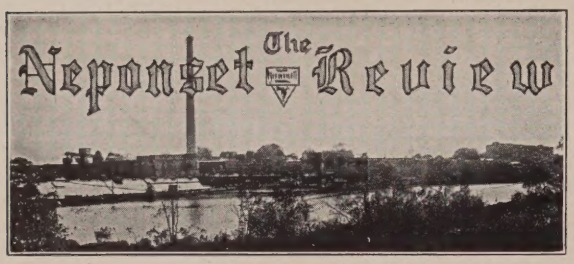
Peas—Luxury, surely, in the good-sized garden. Sutton's Excelsior, Little Marvel, Nott's Excelsior (early), Telephone (late). Soak seeds of all.

Corn—An equal luxury. Golden Bantam, exclusively, in plantings a week or ten days apart, until early July. One pint makes several plantings.

Horticultural Beans—One pint, in two or three plantings. Bush these if possible.

We suggest, if you have not already done so, that you avail yourself of the great help offered by the various Government and State pamphlets relating to gardening. Some of these can be found in any public library and in our own Library, or the librarian will be glad to assist anyone in obtaining helpful copies.

Al Smith Showing Louie Tarr How to Do It
Amy Lois Tarr in Foreground



Vol. XII. MAY 1924 No. 5

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Editor and Publisher, B. D. Rogers

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Library	A. S. BLANEY
Suggestions	W. M. SMITH
Floor Covering	H. E. ROUILLARD
Building and Roofing	E. L. CHAMBERLAIN
Main Office	M. E CAVANAUGH
Pont Rouge	E. A. DESLISLE
Hamilton	W. R. McNEIL
Phillipsdale	T. G. HENDERSON
Main Mill	S. W. SMITH
Chicago	W. W. WILSON
Athletics	A. W. SMITH
Health	M. R. LEAVITT

Printer	Associate Editor	Business Manager
F. R. MEYER	M. E. CAVANAUGH	A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

Memorial Day, May 30th, 1924

God of our fathers, known of old—
Lord of our far-flung battle-line—
Beneath whose awful hand we hold
Dominion over palm and pine—
Lord God of Hosts, be with us yet,
Lest we forget—lest we forget!

The tumult and the shouting dies—
The captains and the kings depart—
Still stands Thine ancient Sacrifice,
An humble and a contrite heart.
Lord God of Hosts, be with us yet,
Lest we forget—lest we forget!

Kipling.

A GARDEN THINKLET

Gardening is one of the sanest of enthusiasms. The man or woman who does not know how to garden and who does not grow things is missing one of the finest kinds of enjoyment. Whether one specializes in tea-roses, muskmelons, onions, or gladioli, or just grows all manner of fruits, flowers and vegetables for use, as I do, the doing of it, the getting down into the earth about it, takes one away from sham and pretense and conniving, in the midst of which we are all of necessity more or less enmeshed, and gives the individual a sense of real values. One of the greatest novels of these times, Knut Hamsun's "Growth of the Soil" turns on this theme. It is worth any thinking man's reading.

I was once expatiating on this particular hobby of mine to a certain man. He agreed with me and asked me to visit his place to see his wonderful celery patch. This I did soon after and found him sitting on his piazza, *watching* a colored man who was raising the celery. I had the laugh on him. He was fooling himself that he was gardening. He could have no conception of its true significance nor any real joy of it; nor could the colored man either, for to him it was merely a day's work for his wage.

All that some amateurs can raise at first, it is true, is hopes, but a garden is a good measuring rod of character and stability. It is easy to give up and to declare that it can't be done for weeds and bugs and weather, as it is always easier to find excuses rather than remedies for failure. Say it can be done against all odds and then go out and do it, and you are a man, my son. Get chesty about it if you wish; no one will question your chestiness. Your pride is well earned and merited; your joy is genuine and elemental; you are in harmony with creative nature.

But here I am merely writing about gardening when the garden itself is calling me out. And so, with my old pipe alight, to work with my spading fork. And what a chance for thought!

H. E. R.

MINDS THAT BACKFIRE

A small deposit, half as big as a pin-head, if it gets on the circuit-breaker in your automobile, will make your engine backfire and sputter and bang, and will presently wreck your engine if not corrected. The reason why a lot of men are 50 or 60 per cent successful, when they might be 90 per cent successful, is that down deep in their minds or hearts is a little bit of dirt, a little, mean, sneaking notion that to be successful you must be clever and cunning and smart, so as to find out some shrewd way of putting something over on somebody.

The Architect who built the human brain made it to function properly only when its motives are clean, ethical, honest, unselfish, generous, loving—and the reason why honest men succeed and rogues fail is that the human brain cannot function properly when it has a moral twist.

Have you a competitior who is tricky and unscrupulous and deceitful? Don't worry. The law, the system-of-things, the generating germs in his own organism will take care of him in time. And, meantime, do you keep the faith!

When a man commits himself unreservedly to the moral law, to the Golden Rule, to the law of service, regardless of results, when he lives up to his ideals, he soon finds his brain functioning as it never did before, guarding him from mistakes, pointing out to him right plans, suggesting new ideas and supplying a physical and mental dynamic that makes him equal to any situation, to any difficulty.

And he finds the real joy of living!

—Courtesy of "Making Paper."

HEALTH COLUMN

TREAT YOUR EYES RIGHT!

"You can't be optimistic with misty optics," quotes Dr. E. J. Henryson of Minneapolis in an article on "Treat Your Eyes Right!" in the April Hygeia, popular health journal.

Here are Dr. Henryson's tips for taking proper care of the eyes:

Keep Back to Light

In reading or writing, keep your back to the light, that the light may be on the reading or writing surface, and not on the eyes.

Use ample agreeable light. Glaring lights or dim lights tire the eyes.

Hold the reading matter about fourteen inches from the eyes.

Try to use only books and papers in which the print is large and clear. Small print or blurred print tires and strains the eye.

Your eyes are human. If you tire and strain them, they will tire and strain you.

Rest your eyes frequently.

Your headache, neuralgia, nervousness, indigestion, that dizzy or tired feeling may be warning signs of your eyes.

Glasses Will Correct Faults

Near and far sightedness, cross-eye and astigmatism can often be corrected by properly fitted glasses. You do not get a college education in a kindergarten, nor properly fitted glasses in a ten cent store.

If your doctor advises glasses, get them—and use them.

Never tamper with your eyes. You would not engage a blacksmith to repair your watch. Let your doctor treat your eyes; they are delicate mechanisms. You could buy a new watch, but you cannot see with a glass eye.

Treat your eyes right!

TEN COMMANDMENTS OF HEALTH

1. Walk in the open air.
2. Keep a contented mind.
3. Breathe deeply of pure air.
4. Enjoy innocent amusements.
5. Get plenty of sleep each night.
6. Give your body and soul plenty of sunlight.
7. Eat healthy, plain food, and just enough of it.
8. Associate with companions who will benefit you.
9. Give your body plenty of pure water outside and inside.
10. Do unto others as you wish them to do unto you.

Uncle Elmer Robbins confided in us the other day that he was getting rather discouraged. "I've pasted," said Uncle Elmer, "nigh onto ten thousand medical receipts into a book during the last forty years, and I ain't been sick a day yit."

A bore is a person who persists in talking when you want to talk.

More people know enough to come in out of the rain than there are folks wise enough to get out in the sunshine.

"Life being very short and the quiet hours of it few, we ought to waste none of them in reading valueless books; and the valuable books should, in a civilized country, be within the reach of everyone." John Ruskin.

Remember your library can supply many of the world's treasures in books. In a recent canvass by the Literary Digest for the ten best books published since 1900, those by H. G. Wells took the lead, his "Outline of History" receiving more votes than any other one book mentioned. Winston Churchill's novel, "The Crisis," and Owen Wister's story, "The Virginian," were two of the ten, and among the authors who received many votes were Jack London, whose "Call of the Wild" was apparently the favorite among his books, Lord Bryce's "Modern Democracies," Thomas Hardy's "Dynasts," William Allen White, who won his popularity through his tale, "A Certain Rich Man," Louis Hemon, with his Canadian story, "Maria Chapdelaine." Others in the lead were Ernest Poole, Hamlin Garland, Zona Gale and Rabindranath Tagore. All these are more or less familiar to most of us and are available at almost any library should one wish to reread them.

Some new books which have come to our library this month—

Among the business books: "72 Master Letters and What Made Them Pay." A nation wide search for successful business letters by the A. W. Shaw Co. resulted in their securing over 5000. From these they selected this small number as all that a business letter should be, forceful, a model of expression, compelling, and more than all, letters which showed actual results in a number of satisfactory replies. It is perhaps of special interest to us as one of our own sales letters appears.

"Science and Common Sense in Working with Men," by Scott and Hayes; a concise and up-to-date treatment of the human element in business—how to choose men wisely and how to fit them successfully into the organization.

"Alice in Rankbustland," Otterbury, a satirical sketch concerning the abuses in the administration of the bankruptcy act.

A book of considerable interest, "John Ayscough's Letters to his Mother," a series of letters written in 1914–1915–1916 during his period of service as chaplain in the World War. These are interesting from the side of life at the front which they give and from the unusual tie which they disclose between mother and son.

"A Journey to the Pyrenees" is within reach of few of us, but whether we contemplate such a trip or can hope to enjoy one only by travel on paper, we shall appreciate, "The Pyrenees," in Hillair Belloc's book, brought out after his several journeys through this grand mountain chain, interesting from its historic point of view, as well as its wonderful scenery.

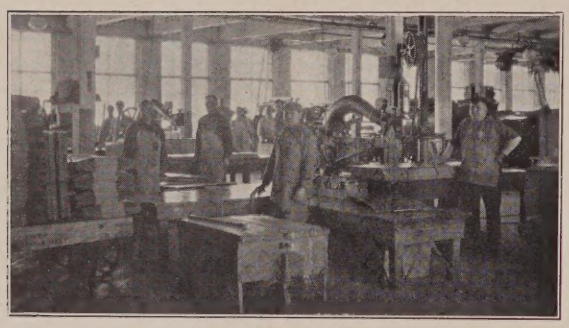
Between two evils some folk can distinguish so little difference that they choose them both, just so to be sure that they have chosen the least.

Notes from the Plants and Offices

MAIN MILL

We are glad to welcome Thomas Homer who has taken up his duties as office assistant to Arthur Smith.

Marshall Lee is back with us again, this time as a regular member of our organization, learning how 'tis done at the Finishing Mill.



The Staplers, Fibre Case Dept., FX1

The new Swift and Knowlton creasers are being set up in No. 1 Box Shop and soon they will be ready to turn out fibre cases galore.

The top floor of No. 2 Box Shop is a busy place these days with the work of making the new offices going forward at a rapid rate.

We clipped the following item recently:

Breaks Record for Paper Production

Ogdensburg, N. Y., April 7—The world's record in paper production for a single machine has been broken at the plant of the Algonquin Paper Company here, officials of the company said today. During a continuous 24-hour run, the machine produced 102.9 tons of paper.

Carl Schaier says, "Humph, just watch No. 5 when she gets ready to show you what she can do."

We extend our sincere sympathy to Carl Schaier who recently lost his mother.

MILL OFFICE

The office looks all dressed up with three bright new rugs.

Miss Handy says its no fun trying to write with a fractured thumb. And Mr. Conrad could say a few things about the handicap a bandage is when trying to write.

Steve Smith attended the Paper Industries Exposition in New York recently.

MAINTENANCE

We welcome Sam Brown who has recently joined Dept. EMM.

Baseball practice has started and all the boys are enthusiastic.

What's that we hear about Jack Timmins, of Dept. EF, carting home a bundle presumably containing eggs? "Tim" bought about 12 dozen of eggs and very carefully transported his bundle of "eggs" to Hyde Park. On arriving home Jack found that it was wood not eggs that was in the bundle. "Never buy a pig in the bag, Tim."

Sulo Solomon of the Boiler Room has left us to make a short visit to his old home in Finland.

In a section of Carnegie Tech men who deserve special mention as having played consistent and good basketball during the past season of fraternity and dormitory competition, we were pleased to find Fred Duncan, son of our popular Master Mechanic, on the first team. The choice was not that of one man but was the consensus of opinion of various persons who have been in close touch with the games throughout the season.

The boys in the shop miss Timmy Cullinane who has left to join the Walpole Police force for regular duty. Timmy looks pretty "natty" directing the traffic at Bird Avenue each evening.

Incidentally Wally Duncan has also joined the Walpole Police Department as a special officer.

Jack Smith has been wearing a pair of green shoes. No, they are not made of green leather. It happened this way. Jack was doing a little painting on the kitchen ceiling from the top of a stepladder, when suddenly Jack was on the floor and the paint was all over the place, especially on his shoes.

MAIN MILL LOCAL SAFETY COMMITTEE MEETING

The regular meeting of the Mail Mill Safety Committee was held April 11 with the following present: Patrick Hessian, F. W. Fisher, David Bowles, W. S. Boynton, W. S. Jackson, Alvah Bridgham and J. J. Burke.

FX and DM lead the list with no accidents for March.

A suggestion that metal boxes be provided for partly used oily waste was considered very good and it was left to the discretion of the foremen as to whether or not they would install them.

Safety treads have been put over the grating at No. 2 body Jordan. These seem to work better than the rubber mat which was suggested.

Recommendations:

That drain plate broken off near No. 2 saveall be fixed.

That guard rails found off along main shaft No. 5 machine basement be replaced.

That a cage be put over light in stairway at DF. This light is taken away regularly.

That outside contractors be advised about leaving loose boards with nails sticking up lying around.

There was a general discussion relative to the method of putting steam pipes through floors. Mr. Fisher explained this in detail answering all questions regarding the matter.

BUILDING & ROOFING

Congratulations to Mr. and Mrs. Chamberlain, also to Mr. and Mrs. Kimball. The Chamberlain girl and Kimball boy are now spoken of as the FB twins.

The office force at FB expect our Granville Baker will soon be a rival of Ben Franklin with the numerous orders he is receiving for printing.

John Ruskin, our watchman for a number of years, has our sympathy in the loss of his daughter, who had been sick for some time, April 19.

We were pleased to see among our numerous visitors at

FB SAFETY COMMITTEE

Left to right: Eli L. Chamberlain, Jerry Burke, Harry Dresser, Joe Alunewick, Clinton Cave, Frank Mori, Lester Pratt, Matthew Phillips

FB recently Mr. Blanchard of Arlington, Mr. Coppinger from Needham, and Taft Bros., Oxford, Mass.

What with looking after the Walpole Fire Department

and borrowing tobacco from Fred Reed, Warren Manson has two steady jobs.

The new chute recently installed in FBT for moving felt from the second to the first floor of S F 4 is the result of having a Master Mechanic who is looking for improvements. The new way saves time, labor, and also handles the large rolls of felt with a great deal less damage than the old way of lowering them with the crane. It is a long chute placed in such a position that it allows the rolls to come down gradually.

Mr. Kimball is still going strong in the nail business. Daily he collects a supply with his new cord tires. Harry Dresser is a close rival.

Have you see Bill Churchill's new machine? "A thing of beauty and joy forever" is what Bill calls it.

John Carlson's death saddened all the mill for in the time he had been with us we had come to know and to like him well. We offer sincere sympathy to his bereaved family.

BUILDING AND ROOFING SAFETY COMMITTEE MEETING

The regular meeting of the FB Safety Committee was held April 11 with the following present: E. L. Chamberlain, F. W. Fisher, H. A. Dresser, John White, L. M. Pratt, Matthew Phillips and J. Akunevich.

The railing on stills reported at last meeting has been attended to. The bad holes in floor are also being fixed.

The matter of toilet facilities is being taken up by PBE and new ones will be probably installed soon.

Recommendations:

1. That shipping platform be given attention. (PB is considering this with other matters.)
2. That lights were needed in yard near tanks. This was referred to PB.
3. That loose brick on door of absorber be made fast. This was referred to FBH.
4. That places in boiler room where traps are located should be looked at as a safety measure. FBM will attend to this.
5. That belts showing wear be looked after.

Mr. Fisher brought up the question of large pieces of different material being put in hopper which was liable to block it up. This matter was referred to the shipping department as they were the only ones using it now.

Mr. Dresser reported that the new guard for the blower had been received but that it could not be used as it was and that it probably would have to be cut. He suggested that the best way would be to have the maker come and put it on.

Mr. Pratt brought up the question of members of the Emergency Crew being given treatment for eye troubles. PB asked that this matter be referred to GH for advice.

FLOOR COVERING

Austin MacAloney is seeing red. He comes to work every morning with fog in his brain and blood in his eye. It's this way. He has a near neighbor. The n. n. has a pet rooster. He, not the neighbor, but the rooster, spends his nights somewhere very near Mac's dreamland. Mac likes to sleep all night; the rooster doesn't. At 3 A. M. or thereabouts, when Mac is all for sleep, the rooster is all for crowing out loud. For Mac's sake, somebody should fricassee that rooster and invite Mac to sit in. Then would revenge be sweet indeed.

Some fellows wear fuzzy hats, some cocky hats, some dinky hats, and some just hats. Some chaps wear their hair cut Dutch, some have fussy cuts, some any old cut, still others like Rouillard no cut at all—their hair is like Topsy, it just grows and grows and grows. And then there are all kinds of necks, from horses' necks to limber necks to roughnecks.

Speaking of all these things suggests the fact that whenever Hugh Knight goes into a barber shop, takes off his hat and gets his hair cut, he arrives home with a PLUSH NECK. We think that this is the very latest.

One morning while the paymaster was in the office, one of our good mechanics comes in and makes the remark that *every week* since he has been here his pay has been short. The remark begins to get under the paymaster's skin. Someone, to relieve the tension, says, "Why don't you speak to your foreman about it?" He replies, "That would do no good. He thinks that he pays me all I am worth now." And then the tension was relieved by a hearty laugh all around.

Who is our champion strong man? Frank Tohosky. He comes running through the office one day recently on his way to the Emergency Room *carrying* a great big husky in his arms as you would lug a baby, said g. b. h. kioodling like a kicked pup from contact between his shin bone and a truck. It looked like a bad accident, 'twas a mere nothing. But Frank got a reputation for presence of mind and strength out of it.

Ed Conlin is still of us but no longer with us, having joined Roofing Sales. We wish him luck and good fortune for we like him.

Ken Mahar is on his way to Cuba to work for The United Fruit Company.

We extend the glad hand to Edwin Johnson, timekeeper, and James Dunn, clerk at FFSM.

FLOOR COVERING SAFETY COMMITTEE MEETING

The regular meeting of the Floor Covering Safety Committee was held April 11 with the following present: R. M. Wight, E. J. Conlin, F. W. Fisher, A. J. Hill, John Pechulis and Mariano Marinelli.

Mr. Wight informed the committee that the suggestions put forth last month had been investigated and necessary corrections made.

Mr. Fisher suggested that posts having fire extinguishers on them be painted red the same as in the other mills.

Suggestions:

That cores piled in the undercoat be protected by a wedge as they were otherwise dangerous.

That the asbestos on steam pipe near ladder in No. 5 hanger be replaced as some had broken off leaving the hot pipe exposed.

These suggestions were both acted upon at once.

Mr. Wight and Mr. Fisher cautioned the committee regarding the importance of helping others to avoid accidents and of using the first aid supplies placed in all departments when small cuts and burns first happen.

MAIN OFFICE

We are glad to have Dagmar Anderson back with us in the Accounting Department looking well and rested after her winter in Vermont.

Katherine Hearn has joined Miss Roche's forces as a biller.

We shall miss Betty Ryan who has left the Stenographic Department to devote herself exclusively to housekeeping.

Florence Duncan has taken up her new duties in the Box Products Sales Division.

We sympathize with Nora O'Malley who is confined to

Demonstration Window, C. F. Wing Co., New Bedford, Mass.

her home because of illness and are hoping that this glorious spring weather will soon put her in trim again.

We are glad to welcome Miss Elsie Potter to the Service Department.

It seems good to see Ed Gallup's cheery smile in the office again, even though he is only an infrequent visitor.

We extend best wishes to Bessie Balfour who became Mrs. Arthur J. Forrest on Monday, April 21.

In answer to a *Floor Covering* circular letter, we received the following:

"Replying to your letter of March 17th, we don't understand where you got our name on *roofing materials*, as we don't carry anything on this order.

"The only possible item you would have that might interest us would be *paper boxes* for ready-to-wear goods."

Evidently our roofing products and boxes were known so well to the writer of this letter that he could see nothing but roofing when reading the letter, and could think of nothing that we had that he might want except boxes.

PHILLIPSDALE NOTES

Wm. Dutra, tour foreman in DPC, has returned to work after a long sickness. We are glad to see you on duty again, Bill, and hope that your health will continue to improve.

Seigel Tarenskov, tour foreman in DPB, has returned to work after an absence of ten months caused by a broken leg. We are glad to see you with us again, Seigel.

On April 5th, we had the pleasure of a visit from Mr. Kimball and his inspectors from the Building and Roofing Plant at Norwood. We were pleased to see you and your associates, Mr. Kimball, and hope to see you all again.

Visit the Phelps on the Ten Mile. Call in and see them when passing by. Its the place where you get a good lunch or a good smoke. Cigars, cigarettes, candy, hot coffee, hot dogs, hot soups, and soft drinks (ONLY). Mrs. Phelps is chief cook and boss; Mr. Phelps does as he is told.

Patrick Lynch is our landscape gardener, but you would not think so if you saw him on Sundays. He looks like Pat Lynch, Alderman of the 1st Ward, riding around in his new sedan. Pat says that he never felt so big in his life, and he likes to see all his old chums when he goes riding by.

Sam Faria, a tour worker, in the Cutter Room, met with a very painful accident on the night of April 5th. Sam was riding his bicycle home from work and when crossing Red Bridge was hit by an automobile and thrown to the street. The machine continued on its way. A short time after two young men passing in another machine picked Sam up and carried him to a doctor. He was cut and bruised quite badly. They carried him home and he has been there up to this writing. He thinks that he will be able to return to work in a few weeks.

Mr. Henderson has returned after a visit to the felt mills of the South and the Paper Convention which was held in New York.

At 11.50 A. M., Friday morning, April 11th, fire was discovered in the Stock Shed SR36. The building was filled with cotton sweeps and it is thought that it was set on fire by sparks from a passing freight locomotive.

Owing to the inflammability of the cotton, the fire spread like a flash throughout the whole building. From the start it was very evident that nothing could be done to save the building. Our chief concern was for the safety of the rest of the mill as a stiff wind was blowing burning cinders in its direction. By quick and efficient work on the part of our own mill brigade and the East Providence Fire Department, the fire was kept under control and by 1.30 p. m. practically all danger, as far as the rest of the mill was concerned, was over. The building is a total loss and the stock was considerably damaged by fire and water.

WINDI-CITI-ITES

Al Bohenberger has found out that it even doesn't pay these days to buy a new Ford. There's something the matter from the start, Al says.

Phil Dennett, Sales Manager of the Bird Machine Company, paid us a visit this week.

There is more "shingling" being done nowadays on women's heads than on roofs.

John Matcha figures we use seven miles of wire per day in finishing our shingle bundles. He also figured we run enough asphalt felt in a day to stretch the length of Halsted Street.

The 20 square per day Art-Craft Club. Andy Spiers, Williams and MacDonald passed the initial test and were admitted to the portals of the aforementioned club. We're out to make 1924 a banner year for Design Roofing and each week will list the salesmen who pass the test of selling 20 squares per day. The only effort needed to join is on your part, Mr. Salesman.

After the Fire in the Stock Shed at Phillipsdale

A. D. Stephens was in this week from Wisconsin.

"Dutch" Jansen and his crew on No. 1 machine broke one production record this week. While "Shorty" George and his crew went over the top with another "non-stop" run.

We want to congratulate H. P. Wilbur of our Mechanical Crew for being the winner of the Grand Suggestion Prize of $100.00 for the year 1924, witn eleven accepted suggestions.

Don Chase visited the Plant on Wednesday and the machine crews tried hard to show him two "non-stop" runs. Shorty George and his No. 2 machine crew succeeded, but Dutch Jansen and his No. 1 crew had one stop of three minutes due to an unflagged splice.

Messrs. Hird and Clark attended the recent Roofing Salesmen's Meet-up at East Walpole.

Grantges comes to bat with a 126-square order for B. U. on the Ozark Garage, Baxter, Kansas. He has another one over twice as large he hopes to send in an order on shortly. Jesse Tuscher has sent in several orders recently, one of 77 squares on the Stockmen's Trust and Savings Bank Building in the City, another on the Evanston Trust and Savings Bank in Evanston, Ill.

Joe Miller came to bat this week with 230 squares for the Peter Porch Manufacturing Company, while W. F. Heine sold three jobs amounting to 75 squares this week in Elgin. Andy Spiers landed a 400 square job at Decatur, Illinois, for B. M. Dennis. John Cox sent in a 60 square job to the Oklahoma Roofing Company, while A. D. Stephens sent in a 135 square job for H. L. Wheeler in Freeport, Illinois.

Rex Coffman leaves this week to take up residence in Davenport, Iowa.

The locality about the mill is rapidly filling up with residences. There are already a number of houses in the block between 76th and 77th Streets.

Joe Blosky, our kettle foreman, and Jack Parrott, who works beside him, have rigged up a device "a la Goldberg" —for use in shutting off the flux supply pump.

With Arch Downey and Charlie McEachren members of the Dixmoor Golf Club, it should eliminate the early morning rising of said gentlemen this summer.

Since Bob Thurston painted up his laboratory, it surely makes a nice place to work in.

Joe Hooks started in this month looking after the mail. We are glad to welcome him into our organization.

We were all sorry to learn of the death of John Kennelly's sister.

CHICAGO FLOOR COVERING DIVISION

Mr. H. E. Sawyer, Jr., visited the Chicago Floor Covering Office on March 26th and 27th, and has since that time made an extensive tour of the Western and Pacific Coast sales territory.

Mr. D. A. Chase, Assistant to Mr. Bird in East Walpole, also spent a short time in the Chicago Office recently.

Mr. Tyson from St. Paul spent a few days in the "Windy City" during the past few weeks.

Mr. R. W. Westcott, Western Sales Manager, was taken ill while in New York, which necessitated his absence from the office after his return to Chicago. We are glad to report that he is now back on his feet again.

The latest additions to our rapidly increasing office force are Miss Naughton, who has charge of the switchboard and filing, and Miss Lester, who works in the Invoice Department.

April 2–8, inclusive, was designated as "BIRD'S NEPONSET RUG WEEK" in Chicago, and display advertising was run in the "Chicago Tribune" and in the "Chicago Daily News" in cooperation with a number of Chicago dealers. This was really tried as an experiment, but already much favorable comment has been made, and it undoubtedly did a great deal to create both dealer and consumer acceptance for Neponset in Chicago.

We have a poet in our midst. He goes by the name of R. W. Duvall, and here is his latest offering:

The order came in thru the mail, as orders often do,
It called for several hundred rugs—a hundred yard goods too;

THE QUALITY AND QUANTITY CREW OF THE CHICAGO PLANT

Back row: Droege, Thurston, Roberts, Jensen, Blosky, Matcha. Front row: Morman, Cunningham, Bohenberger, George.

Now Richard in his thorough way of opening up the mail,
He cut the blame thing smack in two, wherein doth lie this tale.

Mrs. Sweeney summed the figures up and wrote them on her card,
Miss Clancy said Chicago stock is going to be hit hard;
"The salesmen in my region 'round,' said Barney—"turn the trick,"
And Hindmarsh ordered cuts and mats that made Mat Kuhl step quick.

Miller, Moe and Rooney all were loaded with dictation
Deploring how the stock sheet looked upon this situation.
The hungry salesmen envied him who'd get this big commission,
Reid started down the state to get a second repetition.

McEachren mused in Scottish air—"How is this company rated?"
In Lyon's book he failed to find the Midwest Merc's name stated.
Miss Foley sent a memo back—"Attached herewith please find
The last half of an order—was the first part left behind?"

Now Westcott started out to find how this had come about,
Then sudden grateful words of praise for Richard he did shout.
His eyes with joy they fairly beamed—and beamed is no misnomer,
For there you see the order signed, our dear old friend "Dan Comer."

The above is respectfully dedicated to the Honorable Dan Comer who has recently cashed forged checks on Bird & Son while posing as a Floor Covering salesman.

ALL SET TO GO

Jesse Tuscher, City Salesman, E. A. Tuscher, and Jesse's New Willys Knight

WHO'S WHO IN FBM

This is to let you know that we are certainly a live bunch here at FBM. We know it and admit it. We only wish we had a picture showing how handsome we are. We are not a bit conceited, but if we don't blow our own horns, nobody will. Of course, we come in handy sometimes when someone wants to borrow some tools or something, but outside of that we are a pretty fine bunch.

Take Ray Call, for instance. Where can you find a better radio fan and bowler?

Then there is Alden Boothby, the figure hound. He is fine at figures. Good looking chap, too.

Fred Reed is another of our characters. We are planning on a contest sometime to see who can get his face the dirtiest in the shortest time. It will either be he or Warren Manson, the famous fire fighter of Walpole Heights.

Everybody knows Churchill. Bill can take an $18.00 flivver and make it look like a Rolls-Royce in jig time. He can make FBPM 2, Shingle Machine, eat out of his hand. (It missed, took a piece of of his hand a few days ago.)

Fred Fuller is also one of our gang. He is famous for his size. He can sure make pretty things out of wood for he is a carpenter, you know, and he can make wooden ideas right out of his head. He's the best natured critter you ever saw.

Jack White is clever. Full of knowledge and everything. Guess he had more accepted suggestions than anyone else in FBM last year. Hope he wins the big prize for 1924.

Gosh! I mustn't forget to mention our most famous of all, Hochalockavitch, which translated means Konstantine Bartaska, which in Americanese means Gus. Not very big, but oh my! how he can eat!

If we ever run a show down here John Caulfield will play school teacher, for he has larger eyeglasses than anyone else. John is tall and handsome. He is one of those fellows that put things together and then take them apart again. You know what I mean, a mill-wright,—whatever that is.

Nobody ever saw a hot box around our place, for Tony Milus is on one end of an oil can most all the time. Don't keep his clothes very clean but then it is sometimes dusty where you see Tony.

Harry Bellew is well known in the hospital. He can tell you about "Over in the old country—" Harry is clever and does a good job.

Hoot, mon! Here we have with us, Mr. McLauchlin, who represents the Goddess of Liberty in our department with his torches and burning outfit. Bill can fix it so nobody can fix it.

Jim Quinn is our Daniel Boone, the famous trap man. Some hunter. Jim doesn't allow anything to get caught in his traps, let me tell you.

Pat Tracy can pipe up anything. He is especially good on the tank cars and so is Wm. J. Lovejoy, his strong arm helper.

Mr. John Walsh (notice the Mr.) is all right when he does a job of steam fitting or in fact any kind of piping. "Old reliable" is John.

Arthur Duncan, called Dunc for short, is an artist and paint slinger. Can also do lathing, dish washing and some kinds of embroidery. Versatile.

Lots of people have heard about Johnnie Mattson and wonder how he spends his time. Well, it's just like this. He is the machine nurse and he has a large family at home. In fact, I believe he is champion of our gang.

Now as for the dark stuff. We have with us Paul Sansone, the night machine man. Paul is a nice little

THE WHOLE MAINTENANCE CROWD

Front row: A. J. Duncan, F. Fuller, J. Caulfield, J. Walsh, W. McLaughlin, J. Mattson, H. Bellew. Back row: R. Call, W. Churchill, P. Tracy P. Sansone W. Manson, W. Lovejoy, F. Reed, A. Boothby, K. Bartaska.

fellow and tries hard to keep on the right side of everybody and still keep the machines a-humming during the quiet hours of the night, and, he is pretty good at it.

It wouldn't do to leave out Harry Dresser, the mainspring, who keeps FBM a-going and the biggest "kidder" in the mill. We'll hand it to Harry for being around when he's needed and it's usually on his day off that he gets stuck at that. If you want to get him going ask him when he's going to get a new telephone line or ask him why he couldn't tune out Judge Riley and Station WGI. We'll take off our hats to them. They're some gang.

CANADIAN PLANTS

VETERANS' ROLL OF HONOR

Chas. Parsons	Apr. 16, 1906	18 years
W. Smylie	Apr. 2, 1912	12 years
F. Leclerc	Apr. 12, 1912	12 years
D. J. Murphy	Apr. 1, 1913	11 years
E. Patisfice	Apr. 25, 1913	11 years
T. R. Palmer	Apr. 18, 1915	9 years
W. R. Stevenson	Apr. 5, 1915	9 years
R. C. Crooker	Apr. 16, 1919	5 years
N. Lamothe	Apr. 25, 1919	5 years

HAMILTON

Mr. Baxter and Mr. McDonald, representatives of our Sydney, N. S., dealers, Shaw & Mason, visited us during the last month. They were shown through our plant, and are now better posted as to how Bird products are made and why they are the best.

At a recent typewriting speed contest held in Toronto, Miss Barker, of our Hamilton office staff, headed the Hamilton contestants, and received a gold medal. Who says the people of Hamilton are "slow"?

There has already been a lot written about the bowling league which the men have, but no mention whatever has been made of the "fair" bowlers. There are not enough girls in the office to have a league, but they have been bowling lately, and promise within a short time to make the boys look to their laurels.

Eddie Cox came around the office the other day with a broad smile on his face. Why? A baby girl.

Well, so it's come to this. Wes. Clark couldn't be satisfied and get a grown-up's illness, but had to get the mumps. While we are sorry to hear of this, yet we sure would like to see him. Incidentally, Bert Page, and the rest of the Manufacturing Department, just about bought out all the eucalyptus in Hamilton so they wouldn't follow suit.

Wanted: A handwriting expert. Mysterious mail has been coming to the office and Balch promises that the culprit, when found, will certainly suffer.

There's no getting away from it, we sure have talent among the employees of Bird & Son. During a musical evening at Massey Hall, Toronto (one of the largest public auditoriums in this part of the country, which was packed to capacity at the time) the accompanist was late, and Gus Frazer was called upon to substitute until his arrival. We'll guarantee he did it satisfactorily too.

Another Ford has made it's appearance in the yard. George Fraser has joined the "Fordites" and is going along fine. We only hope that he doesn't take the chances when driving that he does playing 500, because if he does, we'll all be marching up York Street behind him to the band's "Dead March."

PONT ROUGE

The weather man fooled us somewhat in bringing on very mild weather about the first of March and keeping it up until about the 18th, when he turned around and gave us another dab of winter. Really, it looks more like the first of March to-day as about twelve inches of snow have fallen since last night. Nevertheless, we have quite a few signs of Spring. First a number of crows have arrived, also some little Bob Whites and a flock of geese flew over the village Sunday.

The maple sugar camps are also in full blast and expect to have a good crop of maple sugar this spring. The boys have been out to quite a few sugar parties and have taken snapshots which we will send along to the "Review" as soon as received.

The water conditions at Pont Rouge this winter were greatly improved by the wet fall, and also by the storage dams that the Donnacona Paper Company built last summer. This was a great relief.

We noticed a very pleasant smile on Nelson Gibeaut's face the other morning. We did not know what it was all about until he explained to us that he had been at the euchre party held by the Pont Rouge Hockey Club, and that he had scored 6 games out of 7, winning a beautiful prize.

By the way, about hockey, the Pont Rouge Hockey Team, which is principally made up of employees from our mill, was very successful this year in winning 9 games out of 11. They have defeated all the clubs around this vicinity with the exception of the DONNACONA, and the score on these losses was only 1 or 2.

NEW ART CRAFT DEALER

We congratulate Mr. Williams on his acquiring the roofing business of F. E. Haynes Co., as announced in the following clipping from the "Syracuse Herald," and wish him every success in his new venture.

Roofing Expert, Former Syracuse Manager for F. E. Haynes Co., Now Owner

Announcement has been made of the transfer of the Syracuse roofing branch oft he F. E. Haynes Company to E. F. Williams, former manager for the Haynes Company, with offices in the Great Northern Warehouse, 350–360 West Fayette Street.

Mr. Williams is very well known to the building trade of Syracuse, and rates as an expert in roofing matters. He will handle Bird's Art-Craft roofing.

Bird's Art-Craft roofin is different from ordinary roof coverings. It is made especially for use over old wooden shingles and over old metal roofs. It does not sag and show the outlines of shingles underneath. In the larger cities there are thousands of old shingle roofs covered with Art-Craft and the satisfaction given by these roofs is the chief reason for Art-Craft's tremendously increasing sales. This method of application has been thoroughly tested and is safe. It is economical.

Art-Craft roofing is leak-proof and a recognized fire retardant. In some cities Art-Craft roofing carries a lower rate of insurance.

We cannot overcome even our small vices and bad habits all at once. No individual grows wholly good or wholly bad over night. But, as time goes on, one little wasteful or one little economic habit cultivates another and daily, as we elect, we become more wasteful or more careful of our resources and opportunities to save. Folly and waste as well as economy and thirft, are the results of growth. In our daily habits, as in other things, we never stand still.

—Thrift Magazine.

"JESS BE WHAT YOU IS"

De sunflow'r ain't de daisy an' de melon ain't de rose;
Why is dey all so crazy to be sumfin' else dat grows?
Jess stick to whar you ar planted and do da bes' you know
Be you sunflow'r or de daisy, de melon or de rose.

You can shorely pass de platter if you can't exhawt an' preach.
If you're jess a little pebble don't you try to be the beach.
When a man is what he isn't, den he isn't what he is:
An' as shore as I'm a-talking he will sutinly get his.

—Current News.

WALKING IN THE ROAD

Walking in the road is a dangerous practice. It is especially dangerous now on Washington Street since the Walpole road has been closed and all the through traffic comes this way. The East Walpole school children, who are taught to walk on the sidewalks and to take particular care when crossing the road, remark, and quite justly, "The people from Bird's Mills walk in the road." We do—all over the road, two, three and four abreast. Girls who stay here at noon and who go for a constitutional after lunch are particular offenders. Remember the strange autoist does not know the road, nor the conditions, so do not take foolish chances. Be a good example to the children.

OLD TIMERS' CLUB

Outing and Excursion Planned for this Summer

At a meeting of the Executive Committee of the Old Timers' Club, held Monday, April 21st, it was decided to postpone the spring meeting this year. Plans for future meetings were discussed and are being worked out, notice of which will be sent to all members of the Club.

It was the general opinion of the Committee that this year Bird & Son organization should hold an outing or excursion some time during the summer and it was the idea of the Committee that the Old Timers' Club should sponsor such an undertaking.

It was arranged that on April 25th the Executive Committee of the Old Timers' Club meet with representatives of all other Bird & Son employees' organizations and decide on what form the outing should take and make more definite plans regarding it.

Watch for further notices.

VETERANS' ROLL OF HONOR

We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during April, together with the names of our veterans who complete over 20 years' service this month:

			Yrs.
John H. Smith	Yard, Main Mill	May 14, '78	46
Fannie Murphy	Box Shop	May 1, '86	38
Dennis Cullinane	Maintenance Dept.	May 14, '90	34
Annette Blaney	Library	May 17, '97	27
Albert Erickson	Floor Covering	May 1, '99	25
Harry L. Tower	Box Shop	May 12, '01	23
John Kirby	Finishing Mill	May 16, '03	21
Frank R. Meyer	Printing Dept.	May 24, '09	15
Elmer Jordan	Bldg. and Rfg.	May 25, '09	15
Herman Naukheim	Floor Covering	May 1, '09	15
Charles Rosetsky	Paper Mill	May 1, '19	5
Nora O'Malley	Fibre Case Sales	May 1, '19	5
Joe Wasalu	Box Shop	May 2, '19	5
Mary Meganis	Box Shop	May 8, '19	5
Stanley Palleiko	Box Shop	May 20, '19	5
Joseph Truskowski	Box Shop	May 21, '19	5
Harry Nolan	Phillipsdale	May 28, '19	5
W. Eby	Chicago	May 29, '19	5

A HE-POLLYANNA

Boss (to Riley, who has had his hand blown off in an explosion): "'Tis a tirrible accident ye do be havin', Riley."

Riley: "Yis, but it moight have been worse—I moight have had me week's pay in me hand."

BIRD CLUB MEMBERS' MEETING

About fifty members, representing all our local plants and offices, were at the Clubhouse for the meeting on Friday evening, April 11.

Hon. James Jackson, Treasurer of the Commonwealth, was the speaker. Mr. Bird introduced him as the type of man whom we need in positions of public trust. Mr. Jackson spoke concerning the business of the state, showing how honesty, efficiency, and long-headed business methods in state affairs help the pocket of every citizen, and touching upon the effect of wise national legislation upon Massachusetts business conditions and human welfare. At the refreshment hour, Mr. Jackson made himself one of us.

It was a worth-while meeting.

"MOVIES"—Bird Hall

The following pictures will be shown for the month of May:

Saturday—May 3
The wonder dog, Strongheart, in "Brawn of the North."
Wednesday—May 7
Catherine Calvert, in "The Heart of Maryland."
Saturday—May 10
All Star Cast in "Merry Go Round."
Wednesday—May 14th
Katherine MacDonald in "White Shoulders."
Saturday—May 17
Wanda Hawley and Cullen Landis in "Masters of Men."
Wednesday—May 21st
Kenneth Harlan, Estelle Taylor, and other noted artists in "Thorns and Orange Blossoms."
Saturday—May 24
Milton Sills and Florence Vidor in "Skin Deep."
Wednesday—May 28th
Lon Chaney in "Shock."
Saturday—May 31
Percy Marmont and Alice Calhoun in "The Midnight Alarm."

TRACK AND FIELD ATHLETICS

The Intercollegiate Association of Amateur Athletes of America will hold their forty-eighth annual meet for track and field championships at Harvard Stadium, Saturday, May 13st, at 2.30 p. m.; reserved seats, $2.00 and $1.50.

The final tryouts for the Olympic games will be held at Harvard Stadium, Saturday, June 14; reserved seats, $3.30 and $2.20.

If any are interested in obtaining tickets in advance, notify the Labor Bureau.

Be patient—you probably get on somebody's nerves yourself.

Neponset Review

BIRD NEPONSET PRODUCTS

LUMBER DEALERS' NUMBER

The Latch String is Always Out

Vol. XII. JUNE 1924 No. VI.

A Few of Our Good Friends in the Lumber Trade

The dealer is the channel through which is distributed the vast amount of prepared roofing which is annually made in this country.

The amount of prepared roofing which reaches the property owner, builder, and carpenter, via the dealer, is immense. The manufacturer depends upon the dealer and the dealer's salesmen for the proper distribution of roofings.

Space in the *Neponset Review* will permit us to illustrate and describe only a few of the progressive lumber dealers who are engaged in the distribution of Bird's Roofs, but subsequent issues will contain articles regarding other dealers, the description of whose plants and methods of getting business will be of interest to hundreds of dealers who are among our readers.

W. A. Fuller & Son

Back in 1840, Ephraim Fuller built a dam and made a lay-out for a mill in Clinton representing the inception of what today is the large and active lumber yard and planing mill of W. A. Fuller & Son, Inc. Four generations of the Fuller family have been represented in this business, including at the present time John F. Fuller, as president and buyer and W. A. Fuller as treasurer and supervisor of all branches of the business.

On the nineteenth of April, W. A. Fuller & Son held a "New Home Day" at their plant which gave the public an opportunity to see the up-to-date lay-out of the lumber yard and the new woodworking mill which was recently built to replace one lost by fire. Several manufacturers of building supplies co-operated with the company by providing exhibits of their products. This included Cement, Gypsum Board, Bird's Roofings and other products. Motion pictures were also presented showing the manufacture and use of these products. From time to time during the day the machinery was started up in the mill to show how the work is done.

That this company is thoroughly up-to-date is indicated by such things as the installation of an electric clock system throughout their plant and the Grinnell sprinkler system for fire protection.

It is a big growth from the five employees which this company had sixty years ago to thirty-six men regularly employed today. The present office building was originally used for the storage of hardware, while today storage space occupies buildings many times bigger than those formerly needed.

The success of W. A. Fuller & Son may be attributed to their constant policy of integrity and honest dealing as well as prompt and efficient service.

Office and Part of Warehouse of W. A. Fuller & Son, Clinton, Mass.

Warehouse of Webster Lumber & Supply Co. Inc., at Webster, Mass.

Webster Lumber & Supply Company, Inc.

The Webster Lumber & Supply Company was founded in the year 1900 and has enjoyed a healthy growth with gradual expansion through surrounding towns and into Connecticut. They also have a lumber yard at Pomfret, Connecticut. The company was incorporated in 1914. John Murdock is President and the active manager.

In connection with their lumber yard, they have a woodworking mill where they turn out doors, windows, blinds, moulding and finish.

In addition to lumber of every description, they handle Bird's Shingles and Building Papers exclusively and they report a steadily increasing demand for this material.

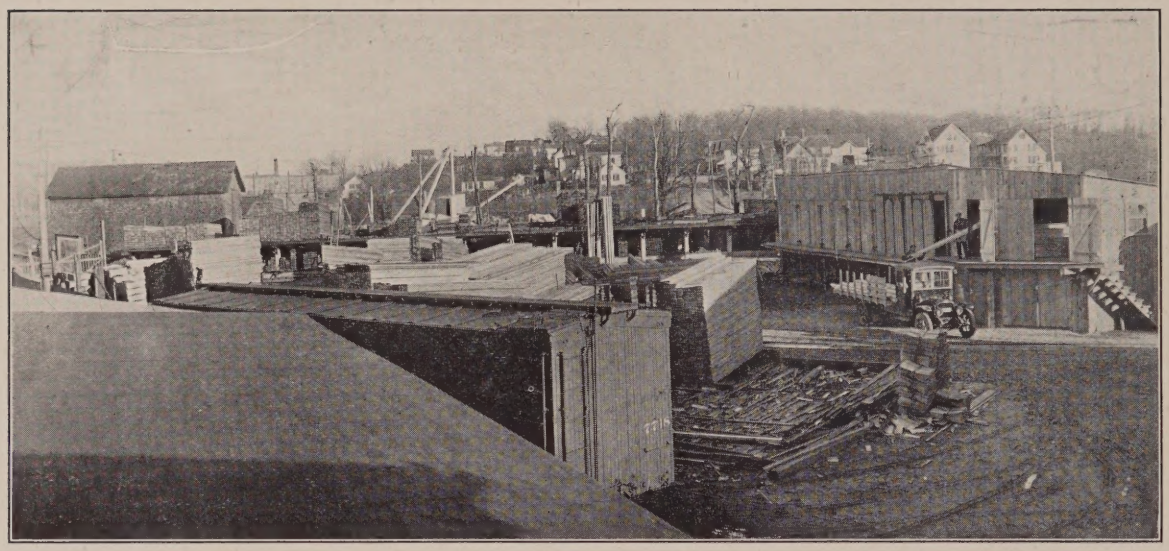
Exeter Lumber Company

The business was started April 1, 1912, by L. E. Webster and F. W. Parker, the present owners. They are both active in the business today and keep in touch with the trade through personal solicitation.

They carry a full line of lumber, sash, doors, blinds, cement and a complete line of Bird's Roofing and Shingles.

There is a planing mill connected with the yard which is located on the Boston & Maine Railroad.

Lumber Yard of Exeter Lumber Co., Exeter, N. H.



Westerly Lumber Company's Yard, Westerly, R. I.

Westerly Lumber Company

The Westerly Lumber Company was incorporated in 1913 and is under the direct managership of J. L. Lenihan. C. P. Eccleston is President and Treasurer. Mr. Lenihan has been associated with the lumber business for over twenty-four years in Westerly and enjoys the personal acquaintance of all of the leading contractors and builders in the vicinity.

The Westerly Lumber Company carries a complete stock of lumber, builders' supplies, paints, lime and drain pipe. They have handled Bird's roofing products for eight years and find them increasingly popular. Their experience is that NEPONSET Twin Shingles and Paroid Roofing, Bird's highest quality products, are being called for more and more frequently by their trade. In connection with the lumber yard they have an up-to-date planing mill.

The spring of 1924 has been very active and this year promises to be the banner year of the company.

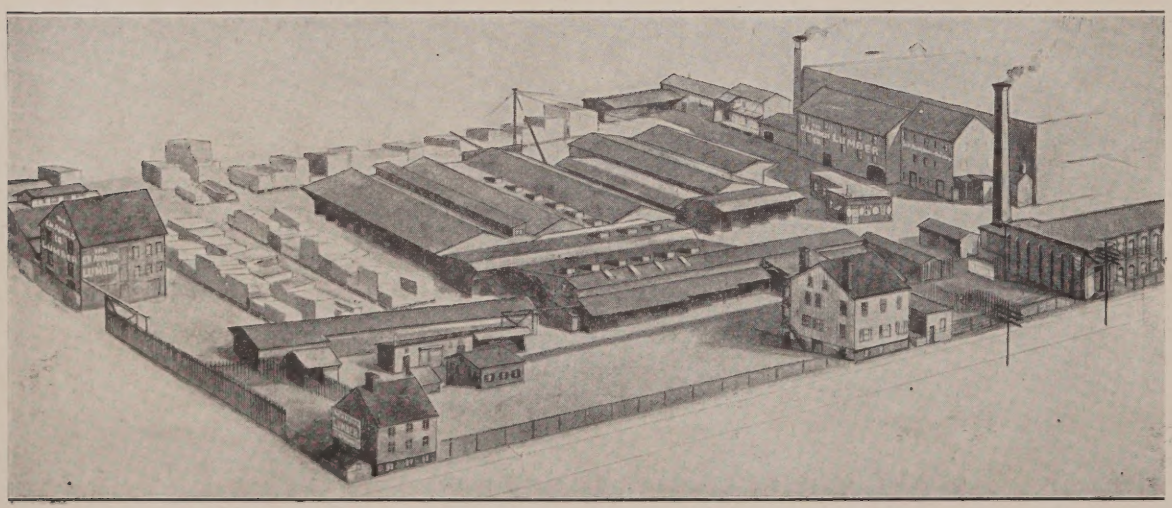
C. N. Arnold Company

The C. N. Arnold Company enjoys the unusual reputation of having been in the hands of four successive generations of the Arnold family, through a span of over 100 years. In 1821 the business was founded by David Arnold under the name of Arnold & Spencer. It was passed on from father to son and, in 1906, was incorporated as the C. N. Arnold Company. The present owners are Frederick S. Arnold, President, Katharine I. Arnold, Treasurer, and John B. Robinson, Vice-President and Manager.

This lumber yard has, throughout its entire existence, served practically all of Dutchess County, New York. This service has been greatly augmented in recent years by the use of automobile trucks which make remote districts accessible.

The C. N. Arnold Company is justly proud of its reputation built up through 100 years of integrity, quality, and service.

They handle everything for builders including a full line of Bird's Roofing products.



Birdseye View of C. N. Arnold Company's Extensive Lumber Yard at Poughkeepsie, N. Y.

Lumber Yard of Hillhouse & Taylor, Willimantic, Conn.

Hillhouse & Taylor

The business was commenced in May, 1879, under the title of Edward Taylor. George F. Taylor, the son of Edward Taylor, succeeded to the business in 1885, and the present owners, James W. Hillhouse and George F. Taylor, formed a partnership and succeeded in 1887, having been previously associated in saw-mill operations.

Their operations have progressively increased in volume and diversity and cover a large territory, especially in their wood-working plant, extneding to New York State and New England in general. The most prominent feature is the finish of the mill work, including the camagan finish for the President Roosevelt trophy room.

Malden City Lumber Company

The lumber yard, at the present time known as the Malden City Lumber Company, 907 Eastern Ave., Malden, has been serving the public since 1888. Charles Schumaker, former Mayor of the City of Malden, was an owner and active manager of the company since the year 1892.

His reputation for integrity and square dealing was known far and wide, both in a business and an official way, and his personality was always a wonderful asset to the concern.

In February, 1921, Mr. Schumaker passed away and at this time ownership changed hands for the first time since 1892. Mr. Fred Buckley bought out the company and is now sole owner.

Malden City Lumber Co., Malden, Mass.

Stewart Lumber Company

This company was organized in 1906 under the name of Gerritson & Stewart and occupied a small site of about ten thousand square feet. In 1907 its growth warranted the move to their present location which takes in about twenty city lots. At that time the company was incorporated. Changes of organization have been made during the intervening years, but throughout the entire period John Stewart has been the active manager. In April, 1922, the corporate name was changed to Stewart Lumber Company. The growth of the Stewart Lumber Company has been very steady and healthy. They are the largest lumber company in Bergen County. In their early days, twenty-five rolls of roofing would last them a year, while today they turn over about fifteen carloads of roofing per year and are running six large trucks and a team of horses constantly to deliver their lumber, roofing and other products.

Ready With a Load, Stewart Lumber Co., Garfield, N. J.

Chapin Lumber Co.

This progressive company, although young, has made amazing strides since its founding in 1921 by E. G. Chapin, owner and manager. The company is well situated on the Delaware, Lackawanna & Western and Lehigh Valley Railroads, with siding facilities for 28 cars, and frequently ten or twelve cars are on the siding at a time for unloading. They serve a territory about Kingston within a radius of 75 miles.

All kinds of building materials are carried in stock, and the equipment includes a planing mill. A home can be built complete from chimney cap to cellar with materials in their own stock.

A heavy crane is at present being installed for the purpose of handling big timbers. This crane runs on a standard gauge railroad and is gas propelled. It will not only handle 12 ton loads, but will also be used for shifting cars on the siding.

For local use the Chapin Lumber Co. operate four big Mack trucks and one small truck.

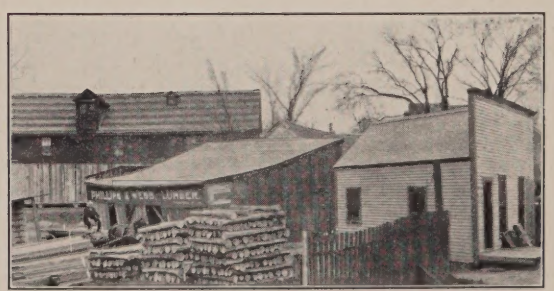
Up-to-date selling methods are followed through personal calls at regular intervals, and by simple but systematic office records which act as a guide for selling work.

One of Chapin Lumber Company's Trucks, Kingston, Pa.

Phillips & Webb

This lumber yard was started in 1894 by Edward H. Phillips and Frank E. Webb, the present owners. Throughout this period of thirty years they have devoted themselves unceasingly to the development of their business and to the service of their customers. They have constantly maintained a close contact with the trade through personal solicitation and through local newspaper advertising, which they consider very valuable.

The illustration shows but a small part of their



Yard of Phillips & Webb, Westbrook, Me.

extensive yard and sheds. In addition to a complete stock of lumber, they carry a full line of sash, doors, blinds and miscellaneous building material. They have carried Bird's shingles and roofing products for over twenty years.

Their plant is located on the Boston & Maine and Maine Central Railroads, which gives them unusually good transportation facilities.

EM & ER Win Safety Banner for April
Only Two Accidents in East Walpole Plants in April
Standing

	No. of Emp.	Accidents	Days Lost	Standing
Em & ER	159	0	0	1.000
FX 1 & 2	237	1	3	.980
DM–DV–DF	245	1	22	.933
FF	302	6	51	.838
FB	246	4	49	.828

On finding themselves at the foot of the list for March, EM and ER took a decided brace and with a clean slate landed at the top.

There was one small accident in the Box Shop, causing a loss of 3 days, and another single accident in DMH, losing 22 days, which broke the perfect record for these departments.

FF had a decidedly bad month with six lost time accidents. One of these was a very painful fracture which will cause considerable lost time. Three others were strains and two were caused by handling materials.

FB is charged with four accidents and 49 day lost time. One was an eye accident which could have been prevented by wearing goggles and another was a strain caused from a fall. One more was a jammed finger from handling material, and the last was a burn from coating.

We had a total of twelve accidents in April, which is two more than our total for March and five more than our total for February.

"Fortunate is he whom the dangers of others have rendered cautious."

—Safety Committee.

Safety Hints From History
Ajax Defies the Limited

Ajax was one of the heroes of Greek mythology. When the Trojan war broke out he left his fruit store in Athens dressed himself in a tin hat, vest and shin guards and performed remarkable feats of bravery. He had unusual skill in throwing the spear and also achieved some fame as a Mexican athlete. But in spite of his size, strength and courage, his dome was empty. One day he committed the sacrilege of defying Jupiter's lightning and the shock of several million volts proved too much for him.

The modern Ajax wears store clothes instead of tin armor and travels in a gas buggy instead of a chariot, but his intelligence hasn't developed noticeably in several thousand years. He doesn't

defy the lightning—people would think he was a nut if he did—but he does even more senseless things. One of his favorite outdoor sports is defying the Limited at the railroad crossing. When he hears the whistle of the approaching locomotive, it is a challenge to step on the gas. If a crossing bell is ringing he merely thinks that dinner is ready; if the gates are lowered, it adds to the sport.

If he gets across first, he slows down to watch the train go past. Time means nothing to him; he always has plenty to waste, except when he is at the steering wheel. Often he wins in his encounter with the train but sometimes he litters the right of way among accessories and pieces of plate glass. A train traveling at 60 miles an hour crawls 88 feet in one second and a slight error in guessing distance may transform a driver into an Interstate Commerce Commission statistic.

The 1924 sport model Ajax hasn't changed much from the whiskered giant who tried to be a lightning rod. Defying the Limited is just as risky as defying the lightning.

Men who rise in the world must learn to stoop.

When Nature made some men she gave them too much jawbone and not enough backbone.

Don't do nothing too much.

If you haven't anything to say, don't say it.

We never respect the gray hairs we find in the butter.

In every life there is a door marked private.

The Lord freezes the water, but you've got to cut your own ice.

The man who criticizes you, to your face, may be your best friend.

Men and fish would never get into trouble if they kept their mouths shut.

Trying to conceal the fact that they are poor is what keeps most men poor.

What a blessing it would be if a big head were as painful as a stiff neck!

Don't worry about what people say about you. Be thankful they are not mind readers.

Suggestions

At the meeting held on May 7, 61 suggestions were considered, 11 of which had been held over from the previous meeting. Of these 61 suggestions, 16 were recommended for acceptance, 7 were held over for further investigation and 38 were such that they could not be accepted.

The sixteen which were accepted were as follows:

Requisition box near elevators
Patsy Ditomaso, FXT

Chute for handling rolls of felt
Harry A. Dresser, FBM

Method of reloading hoppers
Charles A. Flower, FFM

Tables for holding burlap, etc.
Ira C. Goding, FFM

Sling for cores — John J. Goonan, FXC

Collapsible shaft — Gustave E. Hagman, EMM

Casters on waste baskets — John S. Keyes, FXK

Top steam connection for oil tanks
William Letts, FBQ

Feed to flow box on bird screens
W. J. Livingston, DPP

Vacuum pipes — W. J. Livingston, DPP

Platform at door on dust house
Arthur Maguire, DFW

Railing at belt drive — Percy Morrison, EMP

Holding spread rolls on machine
Herman Nordstrom, DMP

Hand rail on stairway to paper bins
Frank O'Neil, FXR

Blow-off pipe connected with drain
Michael F. Powers, EMY

Air drying paint — Antone Tamasankas, FFF

Two of these suggestions—William Letts' and Percy Morrison's—had been submitted in 1923 but were not accepted at that time. Later, however, it was decided to carry out the suggestions and the suggestions were accepted at this meeting. They will now count as 1924 suggestions.

Fire Brigade

East Walpole: The regular Fire Brigade meeting at the Main Mill was held on May 5, 1924, with Roll Call at 4.50 p. m.

Drill took place from Box 5. Water was turned on but no time taken. Six separate lines, 100 feet to a line, were put on, direct from fire pump. Water was turned on and pressure taken by Insurance Inspectors from the Board of Fire Underwriters. The test showed that the pump was throwing 1745 gallons per minute. Hose was returned to house, and all returned to Brigade Room and were checked out.

The inspectors from the Underwriters' Bureau of New England present at this fire drill expressed great satisfaction with the way it went off. An inspection which they made of the mill was reported as being very satisfactory, with everything in excellent condition.

Norwood: The Norwood Brigades held their monthly fire drills at three o'clock on May 5 and four o'clock on May 6, 1924.

The men were drilled in running out lengths of fire hose and in getting water turned on. There was also practice in coupling and uncoupling. Instructions were given by Deputy Chief Sheehan on the proper use of the shut-off nozzle.

Inter-Mill Hose Contests

The different companies of the Main Mill, Building & Roofing and Floor Covering Brigades are getting in trim for the hose contests which will determine the fastest companies of these plants in running out hose and turning on water.

The winning companies in the plants here will go to Phillipsdale and race for the N. E. championship of Bird & Son.

Program for Reel Companies

The Reel Company making the fastest time at Main Mill will compete against Reel Company making the fastest time at FB and FF on the following:

Start Reel Companies about 300 feet from reel house on a given signal, get hose reel, connect onto hydrant 250 feet of hose, put on nozzle but do not turn on water.

Reels to carry 350 feet of hose, all hose to be laid straight.

Captains to give the word when everything is O.K. No. hose to be worked on after the word is given by the Captain.

Penalties—5 seconds for loose connection.
3 seconds for kinks in hose.

Time to be taken from time signal is given until Captains say, "Ready."

Assistant Chiefs—J. H. Smith,
M. F. Sheehan.

Program for Hose Companies

The Hose Company making the fastest time at the Main Mill will compete against the Hose Company making the fastest time at FB and FF on the following:

The Companies will start at a given signal, about 300 feet from hydrant house, run out 250 feet of hose and turn on water, stream to strike a certain point which will be designated by the judges. Then they will shut off water and cut out length of hose next hydrant and the last length next nozzle, connect up the balance of 150 feet, and turn on water again, stream to strike a certain point which will be designated.

Time will be taken from time signal is given until water is shut off last time, when Captain will say "O.K."

Penalties—5 seconds for loose connection.
3 seconds for kinks in hose.

There will be a notice later in regard to names of men to take part.

One starter.
Two timers.
Two judges.

Assistant Chiefs—J. H. Smith,
M. F. Sheehan.

Feverish Interest Manifested in Fire Brigade Contest

A keen interest has been manifested in the fire department since the rumor was circulated that the winning company in the coming inter-shop competition would be awarded red shirts with neat-fitting hats to match. Captain Huggard said, when interviewed, that, while he was averse to any distinction being made in the uniform, he thought that the captain's shirt should be emblazoned with a large silver star with the word "Captain" embroidered in gold letters around it. Chief Mike Sheehan said that he was strongly opposed to any prophetic utterances, but he confidently expected his men to win the coveted prizes. Mike is an old and experienced fire fighter and when his sturdy cohorts begin to unreel the hose and swing the axe, other companies may well look to their laurels. Mike's philosophy of fire fighting is summed up in his memorable

words, "If you go only half way to the fire, go all the way just the same."

The dauntless boys of FF are silent, but determined, grimly confident that none but they shall ever wear the scarlet lingerie. So enthusiastic has the rest of the mill become over the contest that a cheering section has been formed under the leadership of Jim Stowell to give vocal encouragement to the lads in their practice sessions.

Even though the rumor be without foundation, nevertheless, it would be an excellent thing if all our fearless smoke eaters could be equipped with red shirts and hats and perhaps hip rubber boots. What a dash of color it would throw into our mundane lives if we might see these valiant men, clad in their crimson regalia, dashing through the mill yard, now thrown into bold relief against the green wall, now merging into obscurity against the red brick, until finally, arriving at the conflagration, they quickly subdue it, and return amid the plaudits of their fellows! What an incentive it would be to the Youth of the town to lead sober and industrious lives, if only they might look forward to one day wearing this glorious scarlet livery of intrepidity.

To Entertain American Chemical Society

On June 6th, the Northeastern and Rhode Island sections of the American Chemical Society are to hold their 195th meeting here. The program will consist of visits to the plants, a ball game and social time at the Norwood Civic, followed by a dinner. After dinner, Mr. Bird will make a short address and motion pictures of our plants will be shown. J. Frank Maguire is serving on the committee and he is being ably assisted by several of the men around the mill who are doing all they can to make this meeting a memorable one.

Your Bank

The Neponset Credit Union has, without any question, proved not only its help but its value to our employees. Many of them are saving money outside of the channels provided by this association, nevertheless the Credit Union provides a means by which any one can make deposits with the least amount of effort, which is simply to obtain from the Treasurer a blank. This, when signed, will authorize the Paymaster of Bird & Son, inc., to deduct from his or her wages the amount shown thereon. The only person who can indicate the amount is YOU. The account may be started with any sum you feel you want, and can afford, to save.

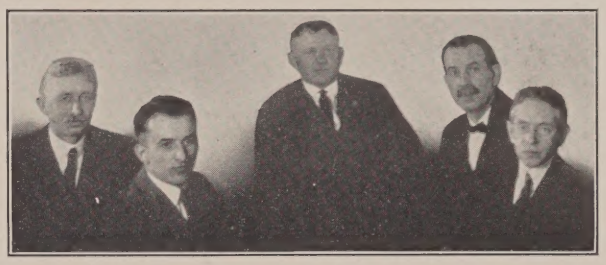
The only purpose of the Credit Union is to help the employees of Bird & Son, inc. to learn the habit of thrift and all of the expense necessary in carrying out this plan is borne by Bird & Son, inc.

The Neponset Credit Union is made up entirely of the employees of Bird & Son, inc. and those in charge of its affairs would like to see a larger percentage take advantage of the easy method by which savings can be made.

If you have not tried this method of saving will you not do so at once, or get in touch with the Treasurer who will explain the plan very fully to you?

Credit Union

The accompanying picture partly explains itself. If you will look closely, you will see there the familiar faces



AT MASS. CREDIT UNION LEAGUE MEETING
L. to r. John White, Albert Smith, Dennis Cullinane, Andrew Urquhart, Harry E. Rouillard.

of four good men and true and the writer, who attended a meeting of the Massachusetts Credit Union League, at the Hotel Westminster, Boston, on Saturday, May 3.

The afternoon session was given over to detail matters having to do with the organization and conduct of individual credit unions, interesting sidelights on the actual problems involved; then the dinner, to the accompaniment of some really good music, followed by formal addresses on the larger aspects and principles of the Credit Union system in its relation to the state, as an institution for the encouragement of thrift, the extension of credit and the general well being by Bank Commissioner Allen, Mayor Curley, Robert E. Fay, who organized the first bank Christmas Club, Judge George A. Flynn and Felix Vorenberg.

The five delegates from our own Credit Union came home believing more than ever that we are in at the beginning of a thrift and credit extension system that is destined to sweep the country before many years and be counted as of incalculable benefit to millions of our fellowmen, and pledged in their own minds to preach the Credit Union idea in Bird & Son, especially to spread the thought of thrift and to teach that credit is primarily a matter of character.

H. E. R.

Employees' Mutual Benefit Association

The regular monthly meeting of the Executive Board of the Mutual Benefit Association is held the third Thursday of each month at 3.00 p. m. in the Lunch Room. Any member having anything to bring up with the Board in regard to the Association is cordially invited to attend the meeting and present his views.

D. J. Cullinane, Sec.

Sick Benefits Paid During April, 1924

	Mar. 30	April 6	April 13	April 20	Total
FF	21	42	35	25	123
FB	40	23	41	55	159
Office	7	19	14	21	61
EM	21	29	31	27	108
DM	46	21	38	25	130
ER	7	7	7	7	28
FX1	.....	.....	2	.....	2
FX2	.....	.....	.....	.....	.....
DP	14	7	7	28	56
Chicago	.....	.....	.....	7	7
Totals	156	148	175	195	674

Total sickness of Benefit, $962.86.

Vol. XII. JUNE 1924 No. 6

Published Monthly by the Employees of Bird & Son, Inc., East Walpole, Massachusetts, U. S. A.

Editor and Publisher, B. D. Rogers

Correspondents

Sales	P. H. BAILEY
Library	A. S. BLANEY
Suggestions	W. M. SMITH
Floor Covering	H. E. ROUILLARD
Building and Roofing	E. L. CHAMBERLAIN
Main Office	M. E CAVANAUGH
Pont Rouge	E. A. DESLISLE
Hamilton	W. R. McNEIL
Phillipsdale	T. G. HENDERSON
Main Mill	S. W. SMITH
Chicago	W. W. WILSON
Athletics	A. W. SMITH
Health	M. R. LEAVITT

Printer	Associate Editor	Business Manager
F. R. MEYER	M. E. CAVANAUGH	A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers,
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

You cannot run away from a weakness; you must fight it out or you perish; why not fight it out of you now, right where you stand?

—Stevenson.

Made in New England

Here's an optimistic bulletin sent out to the Building and Roofing salesmen which gives us a thrill of pride in our section of the country and in the organization to which we belong.

A commonplace expression to you, perhaps, but of tremendous selling value.

A slogan that you can use every day.

Every day it gains value.

Teach your dealers to use it. It is a strong appeal to sentiment and patriotism.

If any dealer says to you, "My customers don't care where a thing is made—what does MADE IN NEW ENGLAND mean to them," it is time you let off some fireworks. There isn't a stronger slogan that your dealers can use and there isn't a stronger slogan that you can use.

MADE IN NEW ENGLAND!—what a depth of significance is in these four words!

New England is the home of invention. It is the home of ingenious application of inventions. It is the home of fine manufacturing practice. It is the home of high class workmanship. It is the home of your *dealers*. It is the home of your dealers' customers.

Some of our special men, "breaking in" to the "hard shell" places in New England, tell us that the argument, "We are located right in New England," is one of the first and strongest arguments to get a builder's attention.

Chuck sentiment. Think only in terms of cold cash.

Do your dealers realize how a big, going institution like Bird & Son contributes to the *general* prosperity and the dealers' own prosperity in particular?

Every week we distribute a fat payroll and that payroll is spent in New England. It is put into Savings Banks. It is spent among retail dealers (and don't let your dealers forget for one minute that directly and indirectly that payroll, the taxes we pay, the money we spend, and the materials Bird & Son buy, benefits greatly your lumber, hardware, and building supply dealers).

Directly and indirectly every dealer to whom you sell roofing benefit by the money that Bird & Son makes and spends and that the employees of Bird & Son make and spend.

Directly and indirectly the money that streams from Bird & Son buys lumber, building materials, and furnishings for new houses. It pays the rent to owners who buy from your dealers the lumber of which the houses are built.

Bird & Son rightly looks to New England as its chief market. We believe we make the best roofing for the money that there is made in the world and one of the reasons is because Bird's Roofs are made in New England. We believe our prosperity is helping your New England dealers and when they buy from us they are contributing to their own profits.

Theodore Roosevelt Once Said—

Nothing worth gaining is ever gained without effort. You can no more have freedom without striving and suffering for it than you could win success as a banker or lawyer without labor and effort, without self-denial in youth and the display of a ready and alert intelligence in middle age.

Courage

Where is your record of yesterday?
  Is it near the top or low?
Well, what does it matter anyway,
  If you've watched the score and know?

The biggest men in the world today
  Began—and some jobs were mean—
But they won because they were willing to play
  The game out fair and clean.

They cared not a whit that the odds were long,
  For their faith in themselves was fine;
They faced the mark with a courage strong
  And headed straight for the line.

It's playing the big game right that pays,
  It's not what you win, but how,
So forget to regret the wasted days,
  Start right on a new one NOW.

Jane Bates, in *Forbes*.

LIBRARY

Our library appears congested, due in part to the number of reference books we have drawn from the Central Library for the use of the High School pupils who are preparing their essays for graduation. But what good reading some of these are. We wish we might hold them here, but the demand does not justify more than a temporary visit here and we know we can usually have them again when we call for them. The Walpole Library is well equipped for one of its size and supplies us generously from its shelves, and digs down deep in its resources for information on special topics. Our circulation is fair in numbers but restricted to fewer families and individuals than we wish it were. This is in a measure our fault—we have not advertised widely enough nor perhaps have we done our bit as well as we should to reinforce the effort of great educators and leaders of thought to show the opportunity for progress in many directions through the study of books. All of us should find some time for reading each day—we are not too much occupied any of us that we cannot spare at least a short period; as the old Dutch teacher, Daniel Wyttebach, has said, "There is no business, no avocation whatever, which will not permit a man who has the inclination to give a little time, every day, to study."

Some good stories added to our library this month:

Fenceless Meadows	Adams
The Squire	Richards
Lost Lady	Cather
Quest	Forbes
Rippling Ruby	Fletcher
Conquistador	Gerould
Daughter of Adams	Harris

One of our new books of historical interest is "*The Pioneer West*," edited by Joseph Lewis French, who has compiled a series of sketches from the journals of the earlier explorers of the vast region. Interesting reading is this collection of adventures from the days of Lewis and Clark. The contrasts with the present day development of this section makes us feel how indebted we are to the sturdy pioneers who braved dangers of all kinds and paved the way for the expansion of our country.

Revolutionary New England by James Truslow Adams, one of the living historians of mark. His previous volume—*The Founding of New England*, won the Pulitzer prize. Mr. Adams claims to be even an older American than the "Quincy" Adams family, as he is descended through his mother from the early Spanish settlers in South America.

Head Hunters of the Amazon by DeGraff. Lovers of adventure will find in this enough to satisfy them as far as paper travel can.

The Real Story of the Pirate—A. Hyatt Verrill has told this tale in his usual graphic manner. He strictly adheres to the truth, and has yet given us a most thrilling and romantic record.

HEALTH

Don't Worry if You Can't Sleep Nights

To make a business of sleep is a bad habit. That is what persons do who worry because they can't sleep.

In answering a question about insomnia, a popular health magazine, in its April issue declares that the chief harmful effects from not sleeping are caused not by sleeplessness, but by worry over not sleeping.

Sleep should and will come naturally, if one will only realize that it is rest and not sleep that is needed, says the health journal.

Of course it is important to pay attention to the ordinary rules of hygiene, with regard to exercise, fresh air and reasonable diet. But above all, it is important to fill one's life with satisfactory work and play.

The best incentive to sleep is still the feeling of "something attempted, something done," particularly something to help others.

As to the amount of sleep needed by different persons, that varies within wide limits and is much modified by habit. Many energetic, active individuals get along quite well with four or five hours of sleep. The proper amount for the average adult, however, is usually between seven and eight hours.

On Monday morning, May 19, Miss Leavitt, our head nurse, was hurriedly summoned to the Waltham Hospital to attend her father, Edward P. Leavitt, who had fallen from the roof of the Waltham Baptist Church and was seriously injured. While making an inspection of the staging, Mr. Leavitt stepped on the roof where he fell 50 feet to the ground. He was rendered unconscious when he struck a pile of radiators on the ground. He died a few hours later without regaining consciousness.

Mr. Leavitt was prominent among the roofing contractors, being President of the W. P. Leavitt Sons Co., Vice-President of Master Sheet Metal & Roofing Association of Greater Boston, a member of the Board of Councilors of the Building Trades Employes' Association and of the National Association of Roofing Contractors.

Good News from the Garden

Asparagus for Breakfast. The man who has an asparagus patch is a lucky guy if he likes the stuff. To have it taste just right, you must get up very early in the morning, go out and cut it, wash it and cut it in short bits. Boil about fifteen minutes in slightly salted water, and serve on toast with a little pepper and plenty of butter. It makes a real breakfast, one that no amount of money can buy. It makes you think of the taste of the trout that you catch and cook yourself or the clams that come to your bidding and are cooked on the shore.

Rhubarb. Since early in May, the good gardener has, if his wife knows how to cook it, been revelling in the joys of rhubarb sauce. To put it in a pie takes the tang out of it. Cooked right, it carries the taste of the good brown earth from which it grows, a suggestion of rare wine and an elixir of life all its own. To be cooked right, each inch-long piece is suspended in a thin syrup, not too sweet and so transparent that all the colors may be clearly seen. 'Tis not only "good for us" but it treats the eye as well.

Onions. Raise them from sets and it's easy provided you get them in early. From seed, it's different. The soil must be fine, fertilized just right, the seed planted when the ground is cold, and all the weeds kept out. It's great fun, though, to see them come up double and straighten out as you would uncrook a forefinger.

Flowers. The handsomest bouquet I know is a Bartlett pear tree in full bloom. It has a beauty that fades early, but carries a promise in its fading. Oh, you luscious fruit, and some of it canned for winter!

Pests. Sure way to beat bugs and worms and weeds· Don't let them get the jump on you; keep one lap ahead·

H. E. R.

Neponset Man Chairman of Brookline Republican Town Committee

We copied this from the *Brookline Chronicle*, and wish to add our congratulations to theirs.

New Committee Chairman The Chronicle extends congratulations to Mr. Richard C. Floyd, who has been elected chairman of the Republican Town Committee of Brookline. He is a worthy successor to Mr. Arthur P. Crosby, who was chairman of the committee during the great campaign to elect the late President Harding in 1920, and who is now a candidate for the Republican nomination as representative to the General Court from Brookline. The choice of Mr. Floyd is a happy one. Moreover, he has earned the honor, by constant and persistent effort on behalf of the Republican Party in Brookline. Some years ago, when a group of young men got behind the official committee and, under the designation "The Young Republicans," did a fine piece of work in getting out the vote, Mr. Floyd was one of the most active young men in the organization. Later, when the Republican League was organized in Brookline, Mr. Floyd served as president and was the presiding officer at the stirring rallies held in the campaigns of 1920 and 1922. One of his best-known characteristics is his wholesome enthusiasm. That there will be "pep" and enthusiasm in the Republican Town Committee throughout the coming presidential campaign, goes without saying. In a large measure, the task of getting out the Republican vote for the duly nominated candidates, national and state, will rest on Mr. Floyd's shoulders. He will carry on where Mr. Crosby left off. Mr. Floyd is one of the youngest men ever to be elected chairman of so important a committee as the Republican Town Committee. He is the type of man the political parties of today are sadly in need of, the type that does not wait until it has become middle aged before manifesting a close interest in political parties and in government, but which gets into the game young; which is aggressive and progressive, which have and retain enthusiasms. Again we congratulate the new chairman. He will fill the bill.

Just Folks

By Edgar A. Guest

When Mother Gets a Letter

When Mother's had a letter, then her eyes begin to twinkle
And the joy of hearing from him seems to banish every wrinkle.
I think if he could see as she hurries for her glasses,
There would never be a morning when the gray-clad postman passes;
And I'm sure if he could hear her as she hums some cheerful ditty,
She would never be forgotten by the boy that's in the city.

It's no use to sit and tell her not to worry or be fearful.
When a mother's heart is lonely, then a mother's eyes are tearful,
And a mother's mind is troubled, and she's constantly referring
To the dangers of the city and the accidents occurring;
But the nights I find her smiling and she says she's feeling better,
And she laughs across the tea cups, then I know she's had a letter.

From the pocket of her apron she pulls out his written pages
And exultantly she tells me that he's had a raise in wages.
Then she chuckles at his humor and the story of his labors,
And I know beyond a question that she's read it to the neighbors;
And we sit and talk it over, proud as lovers newly smitten,
Finding joy and satisfaction in each line our boy has written.

When Mother's had a letter, then the fears and doubts that grieve her,
And the thousand things she's dreading through the silence, seem to leave her,
Then I wish unto her chuckles some glad morning he could listen,
Or could see her smile returning and her eyes begin to glisten;
Could he know the joy it gives her, then he never would forget her
And she'd never have to wonder why she doesn't get a letter.

English, As She is Understood

We have received the following from D. C. Depuy, our dealer in Port Richmond, N. Y.:

"A few days ago, an Italian prospect in Stapleton, whom we were interviewing, informed us that his father had just died.

"One of the salesmen said, 'Well, that is too bad. Did he die suddenly?'

" 'No, yesterday.' "

Just So

There isn't much to life but this:
A baby's smile, a woman's kiss,
A book, a pipe, a fire, a friend,
And just a little cash to lend.

The Grotto.

Cards of Thanks

I wish to extend my sincere thanks both to the boys in the Machine Shop and to Bird & Son, inc., for the many expressions of sympathy received at the time of my bereavement.

Bartley Foley.

The family of the late Mrs. Elizabeth R. Schaier wish to express their highest appreciation of the many acts of kindness and the expression of sympathy through floral tributes shown by their friends in their recent bereavement.

Carl Schaier.

The New England Home

On May 11th, the *Boston Post* announced the prize awards for the best letters written about the films depicting New England industries in the series, "New England in Motion Pictures." It seemed eminently fitting and right that the first prize of one hundred dollars for the best story on the "New England Home" should have gone to a Norwood woman, Miss Leona M. Bradford. Mr. J. M. Shibbs, of Norwood, won one of the five-dollar prizes, but the rest of the awards went to people outside our immediate community, several of them from other states.

Miss Bradford is a teacher in the Norwood public schools and, we understand, is planning a trip to Europe this summer so that the prize money is no doubt exceptionally welcome at this time.

The Winning Letter

The thing that impressed me most about this picture was the wonderful growth of the business from its modest beginning to the present-day enormous plant of Bird and Son.

Another thing that impressed me was the truth of the fact, exemplified in this picture, that Emerson expressed something like this—"if you make one thing better than your fellow-man, the world will make a beaten path to your door."

Our own New England philosopher might have been thinking of Bird and Son when he penned those words of inspiration and wisdom for their products which are now known and used far beyond the confines of New England and the rest of the world is fast making "a beaten path" to their door.

—Leona M. Bradford.

767 Washington Street, Norwood.

Floor Covering Eastern Sales Division Results for April

The following men in the Eastern Division exceeded their quotas for April. The amount of increase over their quotas is shown by the percentage figure.

O. B. Gannaway	215%	F. H. Bagley	38%
T. E. Cowell, Jr.	176%	R. T. Murphy	35%
J. D. Hutchinson	150%	J. R. Maraist	34%
I. C. Post	79%	J. W. Kelley	20%
J. Wrenn	44%	M. J. Murphy	20%
		A. L. Hayden	7%

The percentage of rug sales was better than in any other month in the history of the Eastern Division. There were only four men lower than 50% and there were eight men above 65%; as follows:

R. S. Whitney, Jr.	86%	G. B. Cocke	77%
T. E. Cowell, Jr.	84%	C. N. Conly	77%
O. B. Gannaway	81%	R. T. Murphy	70%
J. D. Wrenn	78%	A. M. Covert	65%

Team Work

It ain't the guns nor armaments,
Nor the funds that they can pay,
But the close cooperation,
That makes them win the day.

It ain't the individual,
Nor the army as a whole,
But the everlastin' teamwork
Of every bloomin' soul.

Kipling.

Effective Floor Covering Sales Letters

In the May 1st issue of *Printer's Ink* there is an article on methods of interesting jobbers' salesmen in goods, and particular attention is given to the letters issued by our Floor Covering Sales Department to do this very thing.

After an introductory letter, a series of episodes consisting of imaginary dialogues between a retailer and a jobber's salesman is sent. Each episode deals with some particular selling point. Here is No. 5, which sums up the points brought out in the previous four.

Turning Points in the Lives of Great Men

Buyer: "I know all about your RED WAX BACK, PLIABILITY, ALL RAG FELT, etc., but I want something DURABLE."

Salesman: "In 1922, at the Brockton Fair, Brockton, Mass., 250,000 people (turnstile count) walked over a BIRD'S NEPONSET RUG. Today that rug is silent salesman for the H. W. Robinson Carpet Co. Think of it! Ten times the number of people in your whole city walked over that rug." (Population of buyer's city 25,000.)

Buyer: "That may be true. Prove it!"

Salesman: "You can afford to take a sporting chance! Buy just one of these rugs. Put it at the entrance or in front of your store. It is good advertising, for it attracts attention. I'll call in one month for an order. Isn't that a fair test of my sincerity?"

Buyer: "I'll think it over."

Beginning with the fifth episode, and on each succeeding one carrying an odd number, a sales problem is presented in addition to the Regular Neponset selling arguments. Prizes of five dollars are offered for the three best answers sent in.

Here in the mill we are doing all we can to maintain the quality of our products so that the salesmen's arguments may be effective. In the Sales Department we are working with all our might to keep the machines at work. In the measure that we work together, so shall we prosper.

A FELLOW USES HIS REPUTATION MOST WHEN HE'S IN A TIGHT PLACE AND THAT'S THE TIME YOU NEED A NEPONSET QUALITY ONE!
LEDGER
MR. CLARK
FLOOR CO
DEPARTM

Just What is Genius?

Men give me credit for some genius. All the genius I have lies in this: When I have a subject in hand, I study it profoundly. Day and night it is before me. I explore it in all its bearings. My mind becomes pervaded with it. Then the effort which I have made is what people are pleased to call the fruit of genius. It is the fruit of labor and thought.

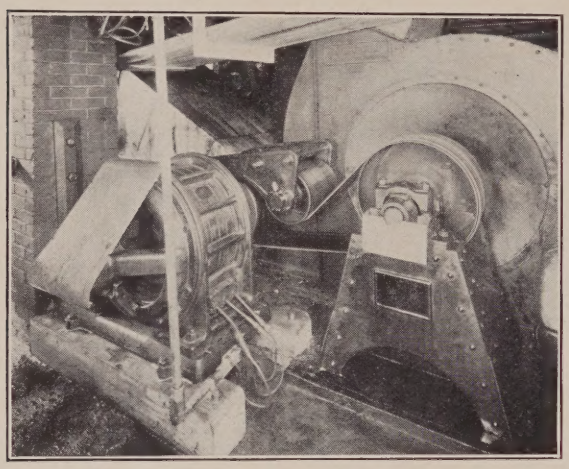
—Alexander Hamilton.

Notes from the Plants and Offices

Main Mill

Bob Fisher of SMR toured to South County, R. I., Sunday, May 4th, but reports the brooks too high for good trout fishing.

Please take note of the elegant appearance of our tractors which received their spring coat of paint this month.



Pulmax Drive Made by Bird Machine Co. at No. 5 Machine

The sprinkler system has just been installed in SD2 Shed so the folk up there feel quite safe now.

Jim Houlihan is working hard for that $3.75. We wish him good luck.

Jim Kivlin is the latest radio fan in the mill. It's now 2 G. M. with Jim.

Curran and Gray hold the record for changing tires—changed six tires from Canton to East Walpole one morning.

Jim Houlihan and Dave Fitzgerald are planning an auto trip to Canada the last of July.

Mr. Solbo is the proud father of a baby boy. Any day he may be heard humming "Three o'clock in the Morning."

Tom Maguire was a welcome visitor the other day in his good-looking sedan.

The first of May was too early for straw hats but some of the paper machine men found their felt ones a bit leaky about that time.

Pat Egan declares he will swear out a warrant for the arrest of Andy Walker who appropriated Pat's dog and went hunting with him. By the way, Andy had no luck.

Mike Burke is the proud father of a small son, named Francis.

Warm spring sunshine certainly does bring out the green things. And speaking of things green, have you noticed Vincent Grudinsky's shirt?

Carl Schaier is enjoying a new Reo.

Robert Triggs of the Finishing Mill has taken up his work in the Store Room.

We congratulate Ralph Nutter who has been advanced to the Purchasing Department.

Jack Davis spent fifteen minutes practising driving by the dummy policeman so that now he can ride by in the most nonchalant manner with never a worry about hitting it.

On April 23, No. 5 machine established a new record by producing 100.6 tons of chip board for the 24-hour day. Congratulations all along the line.

"John and Arthur." This is not the firm of automobile accessory dealers, but John and Arthur Maguire, who have started a station for dispensing oil, gasoline, ice cream and such at the corner of Washington and Short streets. "They get 'em coming and going." Business is reported brisk even at the outset.

Carl Schaier expects to see the sights along the Mohawk Trail, May 30th and 31st. He prefers the spring to the fall and is ready to express his ideas on the subject.

Box Shop

George Holland has purchased a Baby Lincoln and may be seen any day dashing about the streets of East Walpole, morning, noon and night. Since the gas was drawn out of the car while he was at work in No. 1 Box Shop, he has ceased to drive between his home on Pleasant Street and the Mill.

After five more-than-busy months, the night shifts were taken off at No. 1 Box Shops, May 10th.

We are glad to have Albert Hammond back with us in the Fibre Case Department.

Anyone desiring information as to bee-keeping, see Mr. Goodspeed.

Miss Milesky and Miss Hertel are enjoying their new Goldthwait chairs.

Jim Maguire has acquired a Scripps-Booth and any one of these fine nights he may be seen taking the family out for an airing.

The folk in No. 2 Box Shop Office wish to go on record as disliking intensely the brand of glue they have been cooking lately in the combiner room.

Louise Kinsman, daughter of Fred Kinsman of the Shoe Carton Department, has been named as one of the speakers at the Walpole High School graduation this year. Miss Kinsman has been employed for the past two years in our Main Office afternoons and during vacations. We congratulate her on this recognition of her good work.

Most any day now, we expect to hear that Mazie Driscoll has left us to seek fame in a stage career. She certainly made a hit in the Walpole K. of C. show.

All her many friends, both in the Box Shops and throughout the plants, sympathized with Miss Helen Johnson, who recently lost her mother.

Maintenance

We understand that Jimmie Clark has become a salesman for Ford cars.

We all sincerely sympathize with Bartley Foley, whose wife was killed at Morrill's station recently.

The ten-year men have already begun to take their vacations and we expect startling tales of big fish or long distances covered in the "old car."

Our best wishes go with George Chapman who has left us to become proprietor of a farm in Henniker, New Hampshire.

Wallie Duncan certainly makes a snappy looking traffic officer. He is on duty three times a day at the bridge and waves his arms around in approved style.

Eric Larsen has left us to work for the Norwood Auto Station, where he hopes to get experience both as salesman and practical repair man.

The trees along the river bank, which were cut, have

Paul Guttormsen, Chief Engineer and George Harvender Inspecting Home-Made Seperator

begun to send out shoots and give promise of attractiveness this summer.

Wilbur Fay and Harry Tower are planning a fishing trip to northeastern Maine. They will start May 24.

Both Nelson Boulter and Jack Maitland were in to pay a visit recently. They hope to be back to work soon. We'll be glad to see them.

Did you notice how many Bird & Son people took part in the Norwood Post, American Legion Show? Quite a few. Probably that's why everybody proclaimed the show to be such a good one.

We must congratulate Ed. Boulter on the appearance of the grading about his new house.

Fred Duncan and Jack Smith were among the first to appear in straw hats.

George Wheeler has left the Machine Shop to go into farming for himself.

John Bache, Thomas Barr and George Simmons have joined Dept. EMW. We welcome you, men.

Overheard in Norwood

"Did you hear that a fellow ran into the dummy cop up in East Walpole the other day?"

"Why, no. Which one, Wallie or Timmie?"

Meeting of the Main Mill Safety Committee

The regular meeting of the DM Safety Committee was held May 9, 1924, with the following present:

Mr. Smith, Mr. Maguire, Mr. Fisher, Mr. Bowles, Mr. Bridgham, Mr. Boynton and Mr. Burke.

It was suggested that:

The hot water drain back of No. 2 machine driers be covered over so that no one could step into the hot water.

The pulley on No. 4 machine blower motor be guarded differently. The pipe rail is now too close to pulley.

The pulley driving No. 3 mill Jordans be guarded. The order has been entered for this.

The No. 4 slitter in Wad Room at DF should be guarded.

The scorers in FX1 basement should be guarded.

The leak at the drinking fountain in No. 3 Engine Room be fixed to keep the floor dry.

Building and Roofing Notes

Once more the sun is shining in East Walpole and we are very glad of it. We do hope all our friends will forgive us for having caused so much suffering these last few days. We accept full responsibility for the terrible deluge of rain we have been having, but this is how it happened. We had to raise the skylight over No. 5 and No. 6 machines, so of course we had an opening in the roof about 10 feet by 40 feet. Well, we suppose this was a terrible temptation for the weather man, so darned if he didn't go to work and let loose all the rain he could find. Rather a dirty, low-down trick, but let me tell you that if at any time you or any of your friends need a little rain just let us know. All that is necessary is to start cutting a hole in the roof and as soon as it is too big to cover over in a hurry it will rain. Fact is, for paragoric reasons, it just has to rain. That's all there is to it.

Bill Ivatts is all smiles now-a-days, for he is a proud daddy once more. A bouncing baby girl! The boys down here have clubbed together and are presenting Bill with a full-blooded meat hound as a token of their esteem. This has been purchased at a tremendous expense from our local kennel and we feel sure that if Bill doesn't have a garden he will fully appreciate what the boys are doing for him. Congratulations Bill and Mrs. Bill.

News is rather scarce this month, but we expect to have some for the next *Review* for we saw Pat Reardon headed toward East Walpole a few days ago. Pat says his neighbors won't speak to him now.

Wizz Dome

He who makes no mistakes does nothing.
He who makes too many may lose his job.
Being busy does not always mean real work.
One must produce as well as perspire.
"By this I imply that anyone can be happy if he will.

Happiness does not depend on circumstances, but upon ME.

This is perhaps the greatest truth in the world and the one most persistently disbelieved."

Harry Dresser has the top of his desk all cleared off and he felt so proud of it that he even got a cloth and polished it.

Ray Call has a display of machinists' tools, work orders, shingle cutter knives, and numerous other things on his. Looks swell.

Considerable effort has been expended upon bettering the appearance of our Salvage Department and believe me it has been well spent, for our yard does look fine and we all know it is hard to make a pile of junk look very attractive. Capt. Dinny Driscoll is always always ready to show visitors around down there provided, of course, they have the proper credentials. So come properly provided.

This is a pretty busy season of the year for the garden hounds and "cot-a-gers." Our Hon. L. M. Pratt is one of the latter and North Weymouth is the place. Sea breezes and everything. Mr. Pratt sure knows what is what, for a nicer place to spend the season would be hard to find.

Warren Manson, our happy mechanic, has joined the regular guys and is now living in East Walpole at 334 Washington Street. Mighty glad to have you with us, Warren, and we will try to call on you some evening soon and give you the glad hand—whatever that is.

Pat Reardon, besides being one of our efficient machine tenders, is also proprietor of a prosperous farm. Pat takes great pride in showing off his cows as he leads them down the road.

We noticed that when the fire was in the woods just across the track that our FB firemen were all ready to respond if their services were needed. They were just like horses—tied but anxious to go.

Clyde Bassett was called to the mill on Monday evening and presented by his shopmates with a handsome brief case. The presentation was made by Doc Watson and responded to feelingly by Clyde. Besides the brief case itself, the case contained a gold mounted fountain pen, and other useful articles known to be appropriate for traveling salesmen. We shall all miss our old friend and his snappy anecdotes which have brightened many a dark spot and we all unite in wishing him all the success in his new position with the concern that his sunny disposition is sure to bring him.

Congratulations to Mike Rosloff, FBPM1, on the birth of a daughter on May 10th.

Guiseppi Annese returned from a six months' trip to Italy where he had been to see his folks. He states there was no work there and he is glad to be back again picking up shingles from No. 1.

Helmar Eklund had to work three days with a borrowed hat. He was working over the dust collector and his hat disappeared. Nothing blocking the suction line on No. 1.

Henry Johnson has been transferred from No. 4 machine to back-tender on No. 7.

We extend our sympathy to Harold Johnson, of No. 1, on the death of his mother early in May.

The machine inspectors on No. 2 shingle machine are

A Hot Evening in June

playing a game of checkers. Thomas Smith has moved from Norwood to Walpole, and William Evans, on the opposite shift, has moved from Walpole to Norwood.

Theo Michienze, the surfacing section tender on No. 1, is sporting a new Ford sedan.

We hear that Pat Maguire, of No. 5, who was injured by an automobile in East Walpole some six weeks ago, is now able to be about on crutches. We are glad to hear of his progress.

John Eppich, No. 5, is the first of the old timers in the machine department to avail himself of the new vacation arrangement. John immediately hiked for the Buckeye State to visit his sister, whom he has not seen for a good many years. We are waiting to hear the details of the wonderful advantages and opportunities of the State of Ohio. John is planning on going to Milwaukee next year.

PBL is much improved by a new coat of paint.

Safety Committee

The regular meeting of the FB Safety Committee was held May 20 with the following present: Mr. Phillips, Mr. Cave, Mr. Fisher, Mr. Dresser, Mr. Pratt and Mr. White.

Matters reported at the April meeting are in progress, some having been completed. The guards for blower have not arrived and the Purchasing Department is to be asked to push this along.

The pet cock on new construction in toilet was reported as in a dangerous position, but FBM has attended to this.

In attending to Oil Burners it was suggested that a man's face be protected. The Committee believe that if a mask is used it would be enough protection, the only question being whether or not the men will wear them. All men tending oil fires are supplied with colored glasses. The matter of protection will be taken up again.

It was reported that there were several holes in the floor in SF9, now covered up with stock, but which needed repairing when stock was moved.

Mr. Fisher emphasized the fact that great caution should be used by foremen and employees in guarding against eye accidents as they were very serious.

"The Gang"

We have received this echo from last month's story of the Maintenance crew at the Building and Roofing Plant. We wish we could have a picture of the "Home Gang," the folk behind the men in the mill who make their good work possible.

Talk about the enterprising gang in FBM! Well, why shouldn't they be? You should see the "Home Gang," the real business end of progress, the mothers, wives, sons and daughters.

Who washes the towels that wipe a good share of the dirt from the dirty faces in FBM? The "Home Gang!" "They are some gang!"

When you get up an entertainment, canvass the "Home Gang." You may find surprises. They can read, play the piano and the violin, sing, and do lots of other things. Take it from us the "Home Gang" is the backbone of the FBM gang.

The FBM gang may be a good looking bunch,—but get the "Home Gang" and have a picture of the "Whole Gang."

Sure! We are some gang! The FBM gang, the "Home Gang," the "Whole Gang," take off their hats to Bird & Son.

From the "Home Gang."

Floor Covering

Latham and Peter Didicks have declared raw, red war on roaches. Heretofore, they have been content to use mere powder and persistence, but now they are armed with guns for the fray. It is a war of bitter, ruthless extermination from now on.

The FFQ pansy garden is expected to be a thing of beauty again this summer,—Ghen and Colmer, landscape artists.

Speaking of beauty, note the looks of our complete surroundings, with the long avenues of graceful poplars and the new lawns. The yard gang is doing a fine job.

Francis Sheehan lost his bike one day. He could not find it, for it did not fit the scene, although it was in its accustomed place. It seems that it had been painted red and Francis did not recognize it.

Lyman VanderPyl joined the married men's ranks on May 10th. The happy bride was Miss Katherine L. Sheppard of Haverhill, where the wedding took place. The honeymooning was spent in the snowclad White Mountains via automobile. Sometime the happy couple will be "at home" in Norwood. The *Review* extends congratulations and best wishes.

Eugene Sanders came in as clerk, worked a week, was out a week, but when he returned the secret was out. Just chickens.

William Wosner's rug winding crew beat the old record on April 25 with 194 9 x 12 rugs in one hour. On May 13th they hit a high clip and finished 229.

Speaking of distance, we made 78 miles of tubes in April and already, in one week of May, we have made 20 miles.

Frank Tohosky is the daddy of a husky baby boy.

The gentlemen of FF have inaugurated a society the aims of which are parallel to those of that famous Russian order so vividly portrayed by Dostoevsky or Eleanor Glynn (what reader can tell us which?). There was a mess (this is a military term and has nothing to do with untidiness) of Russian officers which, becoming bored with itself, hit upon the brilliant scheme of adjourning each day after dinner to a large barn and seating itself on the rafters thereof while two of its members, blindfolded, took pot shots at each other on the floor below. The one who survived was declared to have won. The FFSC (Floor Covering Suicide Club) plays the game with automobiles. Lyman Small and Basil Neville each have one bag to their credit. Lyman hit Manimon's flivver one day last week and Neville did for a tree on Short Street. There have been no fatalties as yet but the members are hoping for a successful summer.

Since Latham requisitioned a bag of oats, the rumor has steadily asserted itself, despite his protestations to the contrary, that he is secretly training a pair of horses in order to stage a race with Tom Dyer's chariot.

Seen on some tanks between FF and FB—"Don't take that," on one tank and on the other "Take *theese*." It's a fact.

Meeting of Floor Covering Safety Committee

The regular meeting of the FF Safety Committee was held May 16, 1924, with the following present: Mr. Wight, Mr. Fisher, Mr. Doucette, Mr. Pechulis, Mr. Hills and Mr. Marinelli.

Among the points brought up were:

The question of jitney speed in SF11 from the ramp. It was suggested by Mr. Fisher that a skylight be installed in SF11 near the ramp entrance so as to make this part of the shed lighter.

A guard on No. 2 waxer.

A permanent ladder to the pullout motor platform in FFN.

Guards on screens in the coating room, FFN.

Questions as to the advisibility of using slings as against yokes for handling rolls of wraps in FFR.

All these are to be investigated and reported on at the next meeting.

Wise Men Say

That little men have short tempers.

That it is not work that kills men; it is worry.

That if you and your job are not friends, part company.

That the longer you live, if you live right, the less you will think of yourself.

That following the line of least resistance is what makes rivers and men crooked.

That determination reduces hard work to nothing, procrastination makes hard work out of nothing.

That to keep watching, to keep working, to let the brain and hand go together—that is the secret of success.

Exchange.

Phillipsdale

Lloyd Allen is the proud father of a bouncing baby boy, named Robert, born May 6th, weight, 9½ lb. We wish him good luck, good health and happiness.

Our old tennis court is being put into shape and perhaps when you are reading this some fast games are being played by such players as Herb Chamberlain, Harry Nolan, Fergus Christie, Irving Easton and Dave Lowry. Possibly in the next issue of the *Review* we can tell you who our lady players are.

Anthony Alves, DPM, met with a very painful accident several days ago when he was kicked by a horse. His leg was broken just below the knee. We extend to him our sincere sympathy and trust his leg will mend quickly.

A new roof is being put on the crane extension. This has been needed for a long time, particularly on stormy days.

We are glad to welcome Mr. Recitt and Mr. Reuter, our new tour foremen in the Sorting Room.

Clifford is a new member of the paper machine crew. Watch your step, Clif, and some day you may be at the other end of the machine as a paper maker.

We expect to have a new stock shed soon to take the place of the one that was burned. We all hope for better luck with the new one.

Have you seen Clifford Howard in his little gold bug? You could cover it with a sunshade in stormy weather. The girls in DPG think it mean of you to drive a machine so small, Clif.

And still they come. Antone Airose, DPG, is the proud father of a baby girl, born May 3, 1924. We wish the baby the best of health and hope she grows up to a fine young lady.

Walter Watson has enlisted in the Medical Department of the 243rd Artillery, R. I. National Guard. Do you carry a little case of pills, Walter, or do you carry a case of something else? We will all come to see you on parade if you do not carry the pills.

Did you ever see Mat Kelloran, DPG, kicking football with his mighty wooden leg? One spectator said that she thought he had two wooden legs the way he hobbled around.

Miss McKenna will just have to have her hair cut short to keep in style with the rest of the office force.

Meeting of Phillipsdale Safety Committee

The regular meeting of the DP Safety Committee was held May 12, 1924, with the following present: Mr. Salisbury, Mr. Banks, Mr. Hawley, Mr. Phelps, Mr. Homenuk, Mr. Cyranok, Mr. Watson and Mr. Allen.

The accident reports for April were gone over.

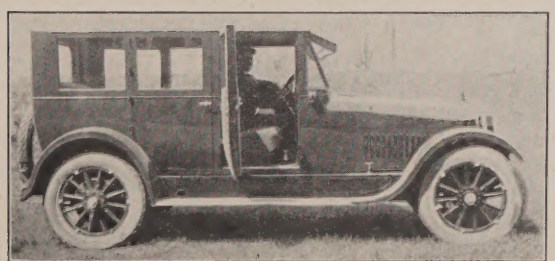
The platform leading into the beater-room basement from the outside has not yet been repaired but will be taken care of by regular work order.

The elevator gates in DPG are still unsatisfactory and will be taken up again.

A pair of chain falls were reported out of order and guard had been off gears.

It was suggested that a bolt on the shipping platform be moved a few inches from present position.

It was reported that some planks on the platform between the shipping and south tracks were broken off.



Our Engineer in his New Sedan, Complete Even to the Cuspidor

Our Painters, Johnny Hanley and Allen Long

The treads on the stairway at the end of the beater room basement were reported in very bad condition and very dangerous.

The ladder at beater conveyor was reported to be very light and some rungs bent, making a bad condition for a ladder.

It was suggested that we put a connecting platform between walk on screens and walk on thickener as this is used considerable and very hard to get around.

It was reported that the cable on the bull-wheel on the steam derrick comes off occasionally.

Windi-citi-ties

"If you're a self-starter the boss won't have to be a crank."

Not a week passes but one or both of the machines turn in a "non-stop" or record breaking run. The crews are out to keep waste to a minimum.

Mr. Hird was "on the air" from Station WLAG in Minneapolis last Thursday night. He gave a talk on "Prepared Roofing."

The Mill was happy to receive a personal note from Mr. Bird relative to our having as clean a roofing mill as there is Mr. Kimball of the Norwood Plant, who visited us recently, had passed on the good word in the report of his trip.

We are glad to welcome Miss Anna E. Black into our organization. She is to take over the work formerly done by Rex Coffman.

"Ab" Dobbins our Sales Correspondent tried his hand at golf early the other morning and all but made a hole in one. That's always the way a man is tempted to start playing golf, *i. e.*, he has beginner's luck and then you can't hold him.

George Kneer is back tying shingles again after a mix-up with an auto while riding his bicycle.

Mr. Hird started the tennis season at the South Side Tennis Club a week ago Sunday and as a result Monday was a "stiff" day for him.

Harold Altman, of our Accounting Department, was held up with a friend last Saturday night and robbed of his money. In saving his watch, he received several bad cuts about the face. He was on the job Monday, however.

The Millmen listened to an interesting talk on "How to Prevent Infection," given here at the Mill in the Lunch Room by Captain Fisher, of the Illinois Manufacturers Casualty Company, a week ago.

Built-Up Roofing is showing up well. During the past month there have been many good sized orders.

After reading the Chicago papers one would think there wasn't an honest man in town, but there is. Thomas Henehan of our Shipping Crew recently picked up sixteen dollars in bills here in the Mill and promptly turned same into the Office. It developed that the money had been lost by Al Bohenberger. Tom even refused a reward.

Billy Specht, 2 years, 5 mos.. son of J. E. Specht of the accounting department.

Charlie McEachren remarked the other day that "the reason bald headed men detest shingled bobs on the ladies was because there isn't a chance of being 'roofed' in any way themselves."

Now that Louie Freeman's wife and baby are away, Louie purchased a radio. He said he just had to have something to keep him up nights.

"Moving day," May 1st, is past and everyone is busy now planning his vacation.

Benny Macklin, our saturating section tender on our No. 1 machine, was called to South Carolina recently. While he was away Harry Jansen left off house building long enough to fill in on the job.

With the street paved in front of the Mill, a lawn planted and trees set out, the appearance is changed for the better.

John Matcha has purchased an old Overland (about the year 1912); however, it runs and John says it runs well and if it stays together for a few years he will be satisfied he received his money's worth. He paid $40.00 for it.

The Mill is planning a radio for the Lunch Room for use noon times. As there are several talks broadcasted noons from Chicago stations, it should provide good entertainment as well as be educational.

20 Square per Day Artcraft Club

This is getting real popular amongst our Salesmen—the initiation fee is the sale of 20 squares per day a week and this allows membership for that week. Naturally you have to keep on the job to be a "yearly" member.

We are glad to welcome into our organization W. P. Irvin who has taken over the work formerly done by Dave Rosky on the Multigraph Machine here in the Advertising and Sample Room.

"Being young is not a matter of years; it is primarily a matter of mental and moral digestion."

"Ab" Dobbins admits he goes to church every Sunday and in explaining this said, that nothing pleased him so much as seeing a bunch of women having to keep quiet for an hour and a half.

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Chicago Floor Covering Division

Mr. Westcott, Western Floor Covering Sales Manager, recently made a short trip to Little Rock, Ark., and Memphis, Tenn. He also, together with Mr. Reid, attended the Rug Opening in New York during the second week in May.

Mr. W. S. Murray has recently been added to the sales force. His territory is in Southern Texas, which was formerly covered by Mr. Ellis, who is now connected with a firm manufacturing woven rugs.

Mr. Mettam and Mr. Reid succeeded in getting Neponset firmly established in Omaha, Nebraska, which has further proved that Neponset is getting more and more popular throughout the Middle West.

Mr. Peterson is leading the field in the 50–50 advertising contest. He has 52.75 column inches per dealer to his credit, and Mr. Ayers comes second with 17.97 column inches per dealer. Mr. Miller is third. coming right on the heels of Mr. Ayers with 17.76. The Chicago total is 4.49 column inches per dealer. These figures indicate that Neponset is becoming more extensively advertised than ever before

The window display contest is also in full swing, and with the cash prize of $5.00 offered the salesmen for each window, serving as an incentive, a great many displays are being set up.

The latest offering of our poet, Mr. R. W. Duvall, is as follows:

What if all the furniture in some one room could speak
And they had a little meeting, each one's story so unique
To tell unto the other so that they could find out who
Had done the noblest labor with the littlest ado.

First up spoke the old oak table from the center of the room,
"I've been the foremost actor since the bride first met the groom.
Why, I support the family bread three happy meals a day.
They couldn't live without me—at least that's what they say!"

"And I'm the easy Morris Chair they call their dad's delight,
And he's the one that earns the money, so I guess that I'm all right."

And then the grand piano seemed to minstrelize the air,
As it told of all the happy hours the family had spent there
Before it playing, singing, harmonizing, "Music is the soul
Of all, so certainly I've reached the goal!"

And after all had told their tale and virtues had related,
The floor was gained—(and I'll say unstained)
But prettily decorated
By a Neponset Rug so nice and snug and ever more alluring
That all those there were quick to declare
That his was the praise enduring.
For when dust settled down on the table of oak
There was rubbing and polish and sweating;
But when even more hit that Neponset floor,
It was whisked up without any fretting.

And old Morris Chair needed plush and new hair,
And a back that was not always breaking,
While the felt base below under heel, under toe
Stood the gaff without whimper of quaking.

The piano, Oh Dear! out of tune, you should hear,
It was terrible—excruciating.
Behold Neponset is in harmony yet,
Beautiful—exhilarating.

The first six men in total sales in dollars for March were as follows:

1st, W. K. Smith	4th, C. B. Miller
2nd, C. E. Tyson	5th, H. L. Mehlman
3rd, I. L. Ayers	6th, W. J. O'Connell

The following men lost no accounts in their territory during March:

Messrs. Jones, O'Connell, Peterson, W. K. Smith, Tyson.

Those losing only one account were:

Messrs. McKone, Mettam, Rubicam, F. P. Smith, Williamson.

The following men more than doubled their sales in their territory for the first three months of 1924 compared with the same period during 1923:

1st,	C. E. Tyson,	1930% Gain
2nd,	W. K. Smith,	1890% Gain
3rd,	W. J. O'Connell,	1363% Gain
4th,	M. L. Newman,	246% Gain
5th,	H. L. Mehlman,	221% Gain
6th,	C. B. Miller,	208% Gain
7th,	M. L. Jones,	130% Gain
8th,	J. F. McKone,	107% Gain

Mr. H. L. Mehlman heads the list of those gaining new accounts with twenty to his credit; Mr. W. T. Somers is second with eight, and Messrs. Ellis, Rubican and Tyson are tied for third with four each.

Canadian Plants

Hamilton

Bowling League

The Bowling League came to a very successful conclusion Thursday evening, May 15th, with a play off between the "Neponset Twins," winners of the first series, and the "Paroids," winners of the second series.

The Paroids went into this game heavy favorites owing to their showing in the second half, but to the surprise of all, the Neponset Twins came back to the form they displayed at the early part of the season and beat the Paroids out for the championship of the league.

The standing in the second series was as follows:

	Won	Lost	Percentage
Paroids	16	8	.666
Canadian Readys	14	10	.583
Art Crafts	10	14	.417
Neponset Twins	7	17	.292

Mr. McNeil and Mr. Cowan have both donated a special prize for the high and low ten bowlers, to be decided in a three game, five man team match, to be run off shortly and we desire to take this opportunity of thanking these gentlemen for their good fellowship, which is very much appreciated by the Bowling League.

The League certainly created great interest throughout the winter months and it is to be hoped that it is resumed next winter.

W. Smiley has left for a six weeks' stay in his old home in Glasgow, Scotland, where he will visit his father and incidentally take in the World's Fair and no doubt a peep at "Gay Paree."

L. O. O'Dell has left for Pont Rouge, succeeding W. S. Park as superintendent of our Pont Rouge Mill.

Pont Rouge

January and February were two of the best months Pont Rouge has ever had as far as production was concerned.

In previous years production dropped 60 to 70 per cent during these periods. This year it dropped no more than 5 to 10 per cent. This improvement is due to the Storage Dams at the head of the Jacques Cartier River and will have a lot of bearing on making the Jacques Cartier River one of the best in this section.

Main Office

We extend good wishes to May Harrison who is soon to be married to Harold Harper, of East Walpole. We are glad that we are not to lose her right away, for she has announced her intention of returning to work with us for a little while after her marriage.

James H. Bunker, of the Roofing Sales Department, forsook the ranks of the bachelors, May 5th, when he was married to Leonie A. Cuff of Norwood. Congratulations!

Elsie Nelson, who recently graduated from the Posse Normal School of Gymnastics, has returned to work in the Accounting Department where she is to help us out during the vacation period.

Catherine Dacey is a newcomer in the Comptometer Department.

We are glad to report that Stanley Haste of the Bird Machine Co., who has been seriously ill at his home, is now well on the road to recovery.

We miss Mr. Kilham around the office. He has left us to become Field Manager for the Art-craft Division in the South. Steve Traudt has taken over his work in the office.

F. C. Bassett, of the Building and Roofing office, has joined the Sales Department where he is to do special promotional work.

Harold Knight with Mr. Towle and Ed. Conlin with Mr. Sline, are two recent transfers from the mill whom we are glad to welcome.

S. W. Rouquie is now helping Mr. Brooker in North and South Carolina.

H. D. Wilson has left us here at the Main Office to look after a territory of his own in the South.

It does seem good to have Miss Mahoney back with us again after her long and serious illness. She is at present working in the Service Department.

Miss Brock, of the Credit Division, has a leave of absence for six weeks which she will spend touring in Europe.

There is much dramatic talent in the office as has been evidenced by the good work of several of our fellow workers in recent local productions: Miss McWhirter added to her laurels in the Norwood K. of C. show; Miss Graney and Walter Dolan covered themselves with honor in the Walpole K. of C. show; and Louis Tarr, Roy Springer, Arthur Mellin, Albert Smith, Miss Hammond and Miss Poff scored individual hits in "When Doris Comes to Town."

Ruth Morgan of the Service Department is the latest member of the Main Office force to announce her intention of leaving us to take up housekeeping as a serious occupation.

Alice Darville, after a year at Boston University, has returned to us as secretary to Mr. Sawyer.

Ruth H. Bursley has joined the Stores Accounting Department, and Ruth Conrick, the Comptometer Department. We wish them all success in their work.

Arbor Day found Bill Sline in his orchard with several new fruit trees, including the new Hybrid Plum and an assortment of apple and pear trees.

Bill Murphy of T has signed with the Dedham Ball Club to play center field.

John Robertson's loft of carrier pigeons has made a good showing in races to date. Some of his very fastest birds are held for the futurities in June.

Mr. Hale has been confined to his home with a very severe cold since Monday, May 5. Last reports were that he is on the road to recovery and we hope to see him back at the office within a short time.

On Tuesday, May 6, Mr. Bailey and Mr. Johnson attended, as guests, the regular luncheon meeting of the Kiwanis Club of Brockton and ran the film, "The New England Home." Before the showing of the picture, a five-minute talk on "New England Industries" was given by Mr. Bailey, followed by Mr. Johnson, who explained the purpose of the picture.

The juvenile actor of A. C. Dept. recently failed in an at-"tach" to impress his "point" on Miss Foster.

Plan to Increase Resident Membership at Bird Club

Changes have been made in the cost of resident membership in the Bird Club so that every young man working for us and who is boarding and rooming should be interested.

In the first place, the Club House offers probably the best living conditions possible. This, together with the intimate contact of the young men from all parts of the plants and business, is of untold value to the young men who have come into our business in order to succeed.

The location of the Club House is perfect. The distance from the office and plants is by no means a disadvantage as any of the boys who have and do live there will testify.

The tennis courts will soon be in condition. The gymnasium is available for resident members. The game rooms and library are also available.

As regards the cost, this has been adjusted so that it is not so much as the average cost of rooming out and getting meals at restaurants or the like. There is a further rebate for those members who are away over the week-end.

If your name is not already on the list, we advise that you put it on at once by getting in touch with the Chairman of the House Committee, W. S. Boynton, Dept. E, or the Steward, Wm. Koehler, Dept. EF.

Walpole Industrial League Season Starts June 3rd

Recently the Directors of the Industrial Baseball League of Walpole got together and elected Henry W. Caldwell, President, in place of Harry Whiting, who resigned. Plans are going forward now for a series of games this year similar to those of last season, and within a short time the schedule will be published. At the present time, Bird & Son, Lewis Manufacturing Co., and Hollingsworth & Vose are planning to have teams in the League.

Get out the old glove, you baseball players, and limber up. We want to repeat last year's story.

The Multibestos Company has decided not to have a team this year so that this place will be taken by a team from our Norwood plants.

Bill Murphy will manage the Main Mill team. The manager of the Norwood team will be announced later.

The complete schedule, which calls for two games a week for each team, will be published later.

Walpole Home Building Company Notes

The Walpole Home Building Company has sold to John Keyes the bungalow at 12 Sumner Street, Norwood.

Oscar Saterdel has moved from Medford Hillside into the house at 2 Sumner Street, Norwood.

Two new garages have been erected on the Rock Hill property located at Rock Hill and Washington Streets, Norwood.

Since April 1st the Walpole Home Building Company has delivered several hundred tons of anthracite coal to its customers at prices from $14.25 to $14.75 per ton.

Veterans' Roll of Honor

We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during June, together with the names of our veterans who complete over 20 years' service this month:

Andrew Walker, who started in the beater room June 7, 1897, and by the cheerful grin, we gather he has managed to have a good time on the job.

Name	Dept.	Date	Yrs.
John J. White	No. 1 Box Shop	June 1, '91	33
Vitus Gleichauf	Power & Steam	June 7, '95	26
Andrew Walker	Paper Mill	June 7, '97	27
Michael Sheehan	Bldg. & Rfg.	June 20, '99	25
S. W. Smith, Supt.	Main Mill	June 8, '00	24
Otto J. Ross	Shipping Dept.	June 1, '01	23
John Fitzgerald	Paper Mill	June 18, '01	23
Charles Knaus	Paper Mill	June 1, '02	22
Walter Sword, Jr.	Paper Mill	June 1, '03	21
Mike Wedjuice	Paper Mill	June 1, '09	15
Kostanty Geigol	Paper Mill	June 1, '09	15
R. L. Tupper, Supt.	No. 1 Box Shop	June 7, '09	15
George Wallace	Maintenance	June 17, '14	10
Thomas Coyne	Paper Mill	June 18, '14	10
John Graham	Bldg. & Rfg.	June 22, '14	10
George Madden	Phillipsdale	June 25, '14	10
Waclaw Baranowski	Paper Mill	June 26, '14	10
David Bowles	Finishing Mill	June 3, '19	5
John Almeida	Phillipsdale	June 10, '19	5
Thomas Horridge	Phillipsdale	June 14, '19	5
Katherine Dowling	Main Office	June 16, '19	5
Ellen E. Flavin	Main Office	June 16, '19	5
James B. Maguire	Box Shop	June 23, '19	5
August Petrova	Box Shop	June 23, '19	5
Allen Fraser	Power & Steam	June 24, '19	5
Adolph Ketty	Bldg. & Rfg.	June 25, '19	5
James Phelan	Bldg. & Rfg.	June 28, '19	5
Michele Pennette	Floor Covering	June 30, '19	5

Tennis

By June 1st, if the weather man is favorable, the tennis courts should be in shape for play. Already the enthusiasts have been showing signs of an ardent desire to get out and try out the old racket.

We have the 1924 price list from N. J. Magnan & Sons, North Attleboro, from whom we have bought rackets for the past few years, here at the Labor Bureau, and we also have their schedule of prices of restringing. Look your racket over and, if it is in need of repairs, send it in. Later, we will have balls for sale.

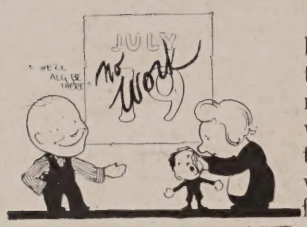
Neponset Review

July 19th

Vol. XII. JULY 1924 No. VII.

FINAL PREPARATIONS FOR BIG DAY NEARLY COMPLETED

All Bird & Son, inc. Employees' Associations Join in Big Outing



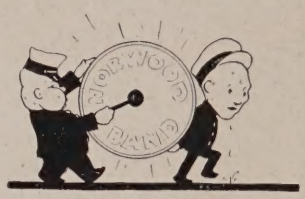
The special trains and boats have been chartered. The weather man has fixed up the weather. The committees that have been working for the past few weeks are fast getting the minor details tied up so that everything will be in readiness for our employees' outing which will be held at Nantasket Beach on Saturday, July 19.

All members of the great Bird & Son, inc. family, including the wives and children of the married folk, and one guest of the single folk, are cordially invited to join the big party on that day and have the time of their lives.

The committee would be glad to extend an unlimited invitation to everyone, if it were possible, but with all the fellow workers of Bird & Son, inc., in addition to the wives and children of the married folk, it makes a good many people to take care of on trains, and the boat capacity is limited.

Transportation on special trains and boat, shore dinner, sports and entertainment—in fact everything to make the day a happy one—has been attended to.

To begin with, we are to have an all day outing. The plants will close down for the day. Special trains will leave East Walpole at 9.00 a. m. stopping at Morrills, Norwood Central and Norwood Stations. Arriving in Boston, we will march from the South Station to Rowes Wharf where we will board our special steamer, "Rose Standish," at 10.30 a. m. for a harbor sail and arrive at Nantasket at about 12.30.



On arrival at the beach we will go directly to the Nantasket Hotel where we will find provided one of their famous shore dinners. They have promised plenty to eat for everybody so those who had rather have their swim before dinner may feel free to do so. In providing the shore dinner the committee feels that the wives and mothers will be relieved of much worry and work in getting up a basket lunch, and, also, it will do away with the bother of carrying it. So far as eats go, all you need is to bring along your appetite, but bring along plenty of it as our menu includes fish chowder, pilot crackers, steamed clams (all hot and lots of 'em), drawn butter, baked fish, potato chips, rolls and butter, ice cream, coffee and milk. What more could a hungry Birdite want?

The Sports Committee has arranged a ball game, races and a tug-o-war match between our different departments and plants.

Bathing Suits can be obtained at the State Bath house nearby and the young children may bring their own.

Special games and events for the kiddies are scheduled during the afternoon and also free

Nantasket, Showing Long Stretch of Beautiful Beach

rides on the Richards Flying Horses, directly across the boulevard from the Hotel and beach.

Lively music will be furnished by the Norwood Band on the boat and at the beach.

The Souvenir Committee has promised something novel for the occasion.

Our Nurses and First Aid Committee, and we hope our Doctors, will be on hand in case of illness or accident. We hope, however, they will not be called upon.

For those who wish to drive down, ample parking accommodations may be found in the large parking spaces.

Returning, our special boat will leave Nantasket at 6.00 p. m. arriving in Boston to take special trains from the South Station at 8.00, so that we will be at home around nine o'clock, in good season for the children.

Mr. G. R. Wyman, as President of the Old Timers' Club which sponsors the outing, is General Chairman of this year's outing and Chairman of the General Committee, which includes the officers of all Bird & Son, inc. employees' associations, and others as follows:

General Committee: G. R. Wyman, Chairman, J. M. Smith, R. L. Tupper, M. J. Hawkins, J. J. Curran, J. H. Smith, M. F. Sheehan, D. A. Chase, A. H. Russell, T. G. Henderson, P. R. Allen, S. B. Montgomery, S. W. Smith, C. W. Conrad, E. M. Lines, R. C. Floyd, and B. D. Rogers.

Executive Committee: G. R. Wyman, Chairman, P. R. Allen, M. J. Hawkins, J. H. Smith, P. H. Bailey and B. D. Rogers.

Advertising Committee: P. H. Bailey, Chairman, E. L. Chamberlain, G. B. Sodergren, H. G. Johnson, M. E. Cavanaugh, B. D. Rogers, J. E. Alcott, C. W. Alexander, and J. A. Sheehan.

Refreshment Committee: H. N. Mann, Chairman, Mrs. A. E. Brown, A. H. Boothby, P. N. Hills, Miss M. R. Poff, A. H. Russell, and J. C. Donnolly.

Children's Committee: Miss W. E. Smith, Chairman, Miss Anna Roundy, Miss Bertha Chessman, Mrs. Helen Robertson, Miss May Gardner, Miss Olive Burke, Miss Annette Blaney, Miss Helen Costello, Miss Bessie Hubbard, Miss Elsie Hertel, and Miss Eva Dower.

Souvenir Committee: B. R. Taylor, Chairman, R. E. Nutter, W. E. Dolan, A. V. Wilson, L. M. Vanderpyl, R. M. Springer, A. A. O'Shea, and Chas. Savage.

Printing Committee: J. B. Maguire, Chairman, F. R. Meyer, Miss M. E. Cavanaugh, H. E. Rouillard, H. A. Dresser, and Miss A. E. Field.

First Aid and Relief Committee: Miss M. R. Leavitt, Chairman, Miss Ruth Arel, F. W. Fisher, C. J. Watson, Miss Fannie Murphy, and Miss Helena White.

Music, Entertainment and Dancing Committee: S. W. Smith, Chairman, P. W. Rogers, Carl Schaier, W. R. Duncan, H. C. Jepson, H. L. Engley, H. E. Rouillard, Frank Whitehead, Miss Clara Burke, and Miss T. G. O'Brien.

Transportation Committee: M. J. Hawkins, Chairman, George Towle, J. S. Robertson, R. H. Morse, R. O. Fisher, Leo Bernier, George Inman, R. J. Stoddard, A. H. Smith, and J. J. White.

Sports and Grounds Committee: A. W. Smith, Chairman, C. H. Andrews, R. C. Floyd, W. F. Geary, R. M. Wight, A. C. Urquhart, D. J. Cullinane, J. E. Dolan, W. F. Sline, Frank Sutherland, M. C. Mason, and H. F. Everett.

Parade and General Oversight Committee: P. R. Allen, Chairman, F. B. Duncan, H. E. Sawyer, A. H. Russell, C. W. Conrad, E. H. Bartlett, M. H. Grant, J. H. Maguire, J. J. Linnehan, David Heylin, D. B. Kimball, L. E. Tarr, P. A. Guttormsen, W. E. Hale, W. B. Rogers, E. D. Huggard, and J. E. Stowell.

Finance and Tickets Committee H. H. Miller, Chairman, A. H. Anderson, D. E. Merrill, L. M. Pratt, J. F. Maguire, J. J. Burke, S. H. Kay, E. L. Connolly, P. A. Guttormsen, L. R. Bernier, F. W. Smith, and John Selden.

OUTING—JULY 19th

NANTASKET BEACH

START:

(Daylight Saving Time)

Special Train leaves Walpole Heights at 8.50 A.M.; East Walpole at 9.00 A.M. Stopping at Morrills, Norwood Central and Norwood stations.

Parade from South Station to Rowes Wharf, 10.00 A.M.

Boat leaves Rowes Wharf at 10.30.

Shore Dinner anytime after arrival.

Sports, Games, Swimming during afternoon.

RETURN:

Boat leaves Nantasket at 6.00 P.M.

Train leaves South Station at 7.30 P.M.

TICKETS:

On sale by Ticket Committee and Foremen.

Adult tickets for Bird & Son, inc., employees, their wives, members of family or a friend, including round trip tickets for trains and boat, shore dinner at hotel and flying horses, ... $1.25

Children, 5 to 12 years of age, ...50

Children under 5 years, free.

For those who make the trip by auto:

Adult tickets, ...50

Children, 5 to 12, ...25

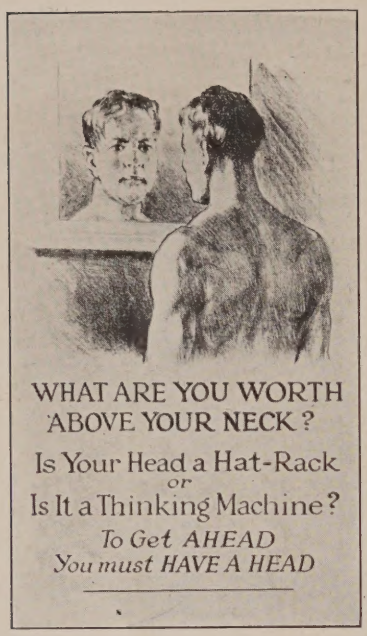
Children under 5 years, free.

Each person must have ticket.

Watch Flyers for Further Announcements

Special train arrangements will be made for Phillipsdale Plant Employees.

SUGGESTIONS



Have you ever glanced through the little book called "Forbes Epigrams"? It is full of happy "thoughts on life and business" and many of them apply directly to our suggestion work. Here is one: "Each one of us can be a Babe Ruth to this extent: We can keep on striking out as hard as we know how." No more than Babe Ruth can make a home run every time he comes up to bat, no more can every suggestion you submit be a winner. But the effort counts every time and success follows much more frequently than if no special effort were made.

Another one is, "Any time is a good time to start carrying out a new idea." If that doesn't apply to our suggestion system, nothing will. Let's put it into practice.

Following are the accepted suggestions for June:

Openings into elevator casings — Harry Bellew, FBM

Extend fire Pump water line for Sunday wash up — Ray Kirk, DMPM 3

Plate between packings on Bird screens — W. J. Livingston, DP

Guard belt on account of hidden danger — Allen Long, DP

Sliding dampers on rotary gates of Staso storage tanks — John McAleese, FBX

Bench on wheels — John Medeiros, DP

Copies of car list — W. G. Rouillard, SMR

Machine for applying and securing aprons to rug tubes — John H. Selden, FFF

Change in ply of tubes and width of paper — John H. Selden, FFF

Improvement to electric industrial trucks — John H. White, FBM

The meeting held on June 4 was far from being a fruitful one. Although there were fifty-six suggestions for consideration, only ten of them were such that they could be accepted. This is a pretty low percentage. The percentage of accepted suggestions each month this year is as follows:

January	16½%	April	23%
February	18½%	May	26%
March	28½%	June	18%

SUGGESTION PLAN

The purpose of this system is to promote interest in better methods and conditions, and suggestions along the following lines are desired:

Development of new products	Reduction of cost of products	Elimination of unnecessary work
Improvement in quality of products	Increase in production	Increase in sales of our products
Improvement in safety appliances	Improvement of present methods	Reduction of waste

AWARDS

$5.00 for each accepted suggestion.
$100.00 for the largest number of suggestions accepted annually.
$50.00 for the second largest number of suggestions accepted annually.
$25.00 for the third largest number of suggestions accepted annually.

$100.00 for the best suggestion received annually.
$50.00 for the second best suggestion received annually.
$100.00 for any suggestion on which patent is obtained and assigned to Bird & Son, inc.
Special awards for suggestions of unusual merit.

RULES

Any number of suggestions may be submitted by an employe at any time

Each suggestion should be on a separate sheet, using the regular Suggestion blank whenever convenient

Suggestions must be clearly and fully described, and a sketch should accompany the Suggestion whenever possible

The suggestions should be deposited in a Suggestion Box or mailed to the Secretary of the Suggestion Committee

Suggestions should come from all departments Offices, Sales and Manufacturing

Each suggestion is promptly acknowledged by the Suggestion Committee, and the result of the action taken is reported as soon as possible after each meeting

Awards for accepted suggestions will be made to all employes of Bird & Son, inc., except heads of departments, foremen, employes on development work, and members of the Suggestion and Executive Committees, whose duties it will be to review and make awards.

SUGGESTION COMMITTEE FOR EAST WALPOLE AND NORWOOD PLANTS

C. W. CONRAD, Chairman
W. M. SMITH, Secretary
S. B. MONTGOMERY
S. W. SMITH
E. M. LINES
F. W. SMITH
H. N. MANN
B. D. ROGERS
H. H. MILLER
A. H. ANDERSON

Meetings: First Wednesday of Each Month

FINAL AWARD COMMITTEE

CHARLES S. BIRD
PHILIP R. ALLEN
GEORGE R. WYMAN

June 1, 1924.

Bird & Son, Inc.

EM & ER AND FX 1 & 2 AGAIN SHARE HONORS IN SAFETY CONTEST

FB Loses by Narrow Margin

Standing

Dept.	No. of Emp.	Accidents	Days Lost	Standing
EM & ER	157	0	0	1.000
FX 1 & 2	230	0	0	1.000
FB	249	2	4	.966
DP	199	1	9	.958
FF	298	3	11	.948
DM–DF–DV	236	2	16	.935

The real effort the Building & Roofing folk are making to reach the top of the ladder certainly bore fruit this month. Only two minor accidents and only four days lost time! We predict that the green banner is soon to make a trip to Norwood.

DMH rather spoiled the Main Mill's record—two accidents and sixteen days lost time. These were the only accidents in the East Walpole plants during the entire month.

FF improved on last month's record, but the other plants improved so much more that they just escaped the cellar berth.

None of the accidents this month occurred on machines. Not one should have happened at all. A little forethought and less carelessness would have prevented them all.

The Phillipsdale Plant (DP) has been included in the standing, at their request, and they say they intend to get the banner out of Massachusetts shortly.

Only eight lost time accidents. Why can't we make it NONE in June?

LET US RESOLVE TO DO OUR SHARE TO GIVE OUR DEPARTMENTS A PERFECT SCORE.

—Safety Committee.

Punctuality

Punctuality is one of the highest virtues of a business man. It is the result of training and conscience, the lack of which shows disregard for the time and property of others. If a man has no respect for the former, there is no assurance that he will respect the latter.

You have no more right to take a man's time by keeping him waiting than you have to take his watch.

The big man of business is always on time. He keeps his appointments. He respects the rights of other men. One of these is time.

Don't take chances. Be there on time. If you are there on time, you may be ready to meet what is there; if you are not there on time, some other person may do what it would have paid you to do.

ON–TIME MEN GET AHEAD.

Allan F. Wright in "Forbes News."

SAFETY HINTS FROM HISTORY

How Newton Discovered Gravitation

A falling apple rudely aroused Sir Isaac Newton as he napped one day and started him off on a line of investigation which resulted in the discovery of a most important law of nature. Sir Isaac finally concluded that there is a strong force drawing all objects toward the center of the earth in the same way that a magnet attracts scrap iron. That force, which we know as "gravitation" has existed from the beginning of time but Sir Isaac was the first to explain why—why we strike the ground with a sickening thud when our feet slip from under us.

The law of gravitation, through falls of persons and falling objects, has probably killed more people than wars and automobiles combined. It causes about 15,000 deaths a year in the United States alone and an unknown number of bruises and broken bones. It is involved in nearly every "handling material" accident.

Unfortunately, when Sir Isaac discovered the cause of falls he didn't suggest a remedy. In his day an accident was regarded as the will of God rather than the result of somebody's carelessness or cussedness.

Safety Engineers have been trying ever since to find the remedy. Look through the company's book of safety rules and you will find that many of them are warnings to keep you from being attracted suddenly and violently toward the earth or from getting between the earth and some heavy object heading that way. That is why safe ladders and scaffolds are necessary, why floors should be kept clean and free from obstacles and why chains and other hoisting equipment should be inspected and replaced frequently, and why careful piling in the warehouse is so necessary.

THE WINNERS IN THE FIFTY-FIFTY ADVERTISING SALES CONTEST

Chicago: R. D. Peterson, 1st; C. B. Miller, 2nd; I. L. Ayers, 3rd.
East Walpole: H. B. Jordan, 1st; H. B. Lane, 2nd; R. B. Wadsworth, 3rd.

Chicago Wins!

Much credit is due to every Chicago man for the splendid spectacular come-back staged by that Division. Even as late as May 10th everything pointed toward the success of the East Walpole Division. From then on the picture changed, Chicago took the lead and held it.

Mr. Peterson took an early lead, finally winning first prize of $125. Mr. Miller deserves special mention for the final spurt which brought him from 18.83 column inches up to 43.57 since May 22 and gives him second prize of $75. Mr. Ayers also climbed from 18.44 column inches on May 22 to 31.13 which is no small task with 91 dealers to be solicited. He wins the third prize of $50.

East Walpole has done well and deserves credit also. Mr. Jordan took the lead almost at the start and finishes still in first place. He wins $125, first prize. We have all been expecting something from Mr. Lane for it was whispered that a surprise was due us. It came in the shape of a huge bundle of newspapers which lifted Mr. Lane from 13.65 on May 22 to 40.68 column inches. The second prize of $75 goes to Mr. Lane.

Mr. Wadsworth well deserves the third prize of $50. At one time it looked as though Mr. Hutchinson might replace him.

In Chicago 14 men finally secured a grip on the rope. In East Walpole 19 men qualified.

BRINGING SALES SERVICE TO DEALERS

In a highly decorated car, bearing the slogan, "Bird's Neponset Sales Service," and carrying 135 live ducklings, Mr. Alexander, of the Floor Covering Sales Promotion Department, started June 14th on a two weeks' trip to Maine, where he planned to visit a number of our dealers in various cities and to install for them a special floor covering display window.

Window at Morgan's Furniture Store, Boston

In the center of the window, a Neponset rug serves as a pond where five or six baby ducks splash joyously. On the banks are displayed floor coverings in various patterns and colors, and there is a tiny house into which the ducks may go when they tire of swimming. The whole makes an unusual and attractive display, and suggests unmistakably the excellent qualities of our floor covering; the beauty and durability of the colors, the ease with which it can be kept clean, and the water-proofness. The window has been shown in several Massachusetts stores and has proved a wonderful stimulus to business. At Morgan's Furniture Store on Washington Street in Boston, it attracted so much attention that it held up traffic.

Mr. Alexander insisted that playing nursemaid to a hundred or so baby ducks was no trick at all. He is all primed with the most scientific knowledge which he delivers with a convincing air of authority on the care and feeding of duck infants. Among other things, he said that a duckling can go 72 hours without food after it first emerges from the shell, which would seem a strong recommendation for it as a traveling companion. The ducks with which he started, will be augmented by others which will be sent to him by parcel post from the Duck Farm at Wrentham.

CHICAGO FLOOR COVERING DIVISION

The 50-50 advertising contest ended May 31, and from all points of view, it was very successful. Never before has so much advertising been placed by dealers in the Western Division. The winners of the contest are given on page 6.

The window display contest is in full swing, and at the present date a total of 191 displays has been put in. Mr. C. B. Miller heads the list with 48 to his credit.

The eight men having the highest standing are as follows: Mr. C. B. Miller, 48; Mr. H. L. Mehlman, 33; Mr. R. D. Peterson, 29; Mr. W. J. O'Connell, 16; Mr. M. L. Jones, 15; Mr. C. E. Tyson, 13; Mr. E. F. Perschke, 11; Mr. F. P. Smith, 10.

The following men doubled their sales in their territory for the first four months of 1924 compared with the same period 1923:

Messrs. W. K. Smith, 924% gain; W. J. O'Connell, 885%; C. E. Tyson, 580%; M. L. Jones, 311%; H. L. Mehlman, 295%; C. B. Miller, 220%; C. B. Rubicam, 187%; M. L. Newman, 152%.

The Goodhartz Linoleum Store, Chicago, a Neponset dealer, recently offered a Neponset rug free to all women under 16 and over 60 that got married. Mr. Goodhartz claims it was a bad proposition, as one young flapper under 16 did get married, and, of course, he had to live up to his agreement.

With such an inducement, it is strange that the marriage license bureau here did not have to work overtime. With a Neponset rug any one should be willing to keep house.

There is a firm at Hutchinson, Kansas, called "The Dumm Diehl Furniture Company." Probably a more proper name would be "Square Deal," but, on the other hand, it might be worse—"Bumm Diehl." Names are peculiar things.

FLOOR COVERING SALES

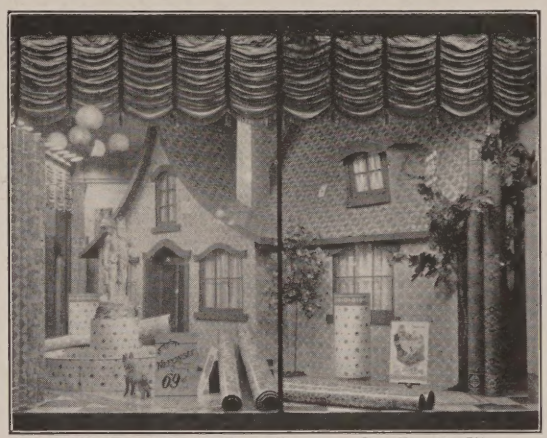
Results for May

The following men in the Eastern Division exceeded their quotas for May. The amount of increase over their quotas is shown by the percentage figure.

H. B. Jordan	575%	M. J. Murphy	30%
T. E. Cowell, Jr.	496%	K. Weber	13%
R. T. Murphy	104%	A. M. Covert	10%
O. B. Gannaway	53%	F. J. Shannon	3%

The men who are ahead of their cumulative sales quota for the first five months of the year are as follows. The figure given is the percentage each man is ahead of his quota.

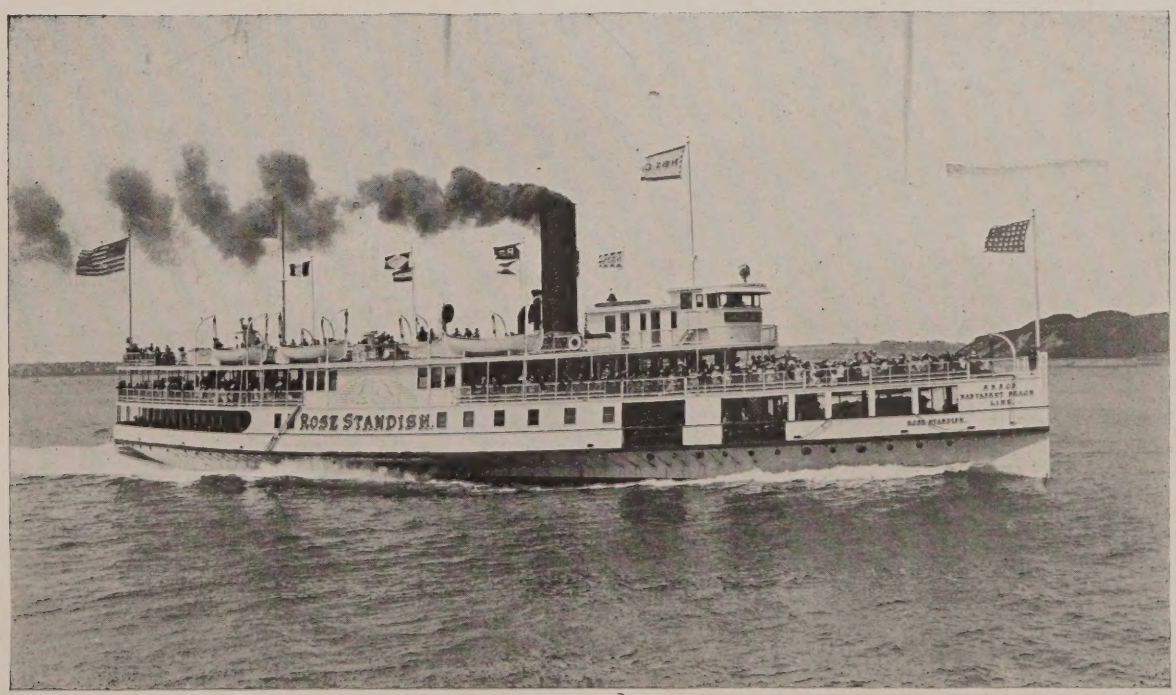
O. B. Gannaway	88%	M. J. Murphy	31%
T. E. Cowell, Jr.	76%	I. C. Post	21%
R. T. Murphy	73%	F. H. Bagley	13%



Window Display P. A. Bergner Co., Peoria, Ill.

HERE IS THE BOAT THAT HAS BEEN CHARTERED TO TAKE US TO NANTASKET

Leaves Rowe's Wharf, Saturday, July 19th, at 10.30 A. M.



A Cool Sail in the Morning—A Sail Home by Moonlight in the Evening

MEMBERS OF THE AMERICAN CHEMICAL SOCIETY MEET HERE

On June 6, the 195th meeting of the Northeastern Section of the American Chemical Society was held jointly with the Rhode Island section here at our plants.

Shortly after one o'clock the guests began to arrive in large numbers, and, by half past one, various groups were started through the plants on tours of inspection. Because of the impossibility of covering both plants in one afternoon, a choice of trips was offered; through the paper mill and box factories at East Walpole, or through the roofing and floor covering plants at Norwood.

Well-informed guides conducted the chemists, explained the machines and processes, and also answered questions. At times both the questions and answers were a bit astonishing, but when they reassembled at four o'clock the chemists seemed to feel that they had acquired a large amount of apparently authentic information and expressed themselves as much impressed by the size of the plants.

We cannot go into details with regard to the brilliant exhibition of baseball which was shown at the Norwood Civic Association for fear that much-needed chemists might be tempted by the big league scouts to enter the professional field. Sufficient to say that two such nines rarely get together, and the brief game was a series of spectacular and astounding plays.

Dinner was served in Everett Hall at half past six. After dinner, Mr. Bird extended to the guests a greeting, and touched briefly on several topics of interest. After Mr. Bird's address, moving pictures of the plant were shown.

They said they enjoyed being with us, and we certainly enjoyed having them.

The following letter has been received from Mr. Esselen, Chairman of the Northeastern Section:

"On behalf of the Northeastern Section of the American Chemical Society I am writing to tell you how much we appreciated all that you and your colleagues in the Bird plant did to make our visit last Friday pleasant and profitable. We were all very much pleased with the unmistakable way in which you had the roads marked, with the way you had the men stationed inside the plant ready to direct us as we arrived and to supervise the parking of our cars, and particularly the very effective and courteous guides which you provided for the various groups. Their familiarity with the various processes, and their willingness to answer all the many questions which were asked, were the subjects of much appreciative comment on the part of our members.

On behalf of the visiting chemists and their guests will you please express to all those who had any part in making our visit so pleasant, our appreciation of all that they did. You may be sure that our visit to your factory will long be pleasantly remembered by all who were there."

Dr. L. A. Pratt of the Merrimac Chemical Company, and Prof. S. T. Arnold of Brown University, were assisted by J. F. Maguire, E. L. Connolly, D. B. Kimball and B. D. Rogers in making arrangements for the affair.

At the Main Mill, S. W. Smith, Carl Schaier, J. B. Maguire, J. J. Burke, J. A. Sheehan, R. A. Wilkins, Maurice Mason, J. L. Coughlin and E. L. Connolly acted as guides and at the Norwood plants, D. B. Kimball, R. A. Rockwell, G. B. Sodergren, H. L. Knight, L. J. Latham, J. E. Alcott, R. M. Wight, J. F. Maguire and L. M. Vanderpyl did the honors.

Heard in Passing

Frank Maguire is open for bids for his services as interior decorator. As a last minute renovator, he can do wonders with a pot of gray paint and a brush.

The guides were certainly well trained. In unision and with precision, they answered all difficult questions, "It's a trade secret."

Says Frank Maguire, instructing his corps of guides the day before the meeting, as he explained the stills, "Here is where the asphalt is oxidized, polymerized, and dehydrogenated."

"Gosh," says Alcott, "what's that all mean?"

"Don't worry," soothed Frank, "if anyone asks you that tomorrow, gaze at him coldly and say, 'Aren't you a chemist?' "

Completely satisfied, Alcott delivers his lecture before the stills, but, all contrary to the rules, after he finished, one demure little woman, obviously not a chemist, speaks up, "What does that mean?"

After a few horrible seconds, during which Jack turned a beautiful purple, he swallowed a couple of times, and answered in a meek voice, "Madam, I'm not a chemist."

One scientist, with a passion for facts, asked Don Kimball what the capacity of the roofing plant was. Don told him in round figures, very round. Then the inquiring one wished to know how many roofing plants there were in the country. Don told him, and then obligingly acquiesed when he opined that they all would turn about the same amount of roofing in a year. After a few minutes with paper and pencil, the statistical chemist announced that Don's figures allowed for roofing enough to cover thirty-five million roofs a year. Don admitted that maybe his figures were slightly large.

We like to see people stand up for themselves, but of course, it can be overdone. When Mr. Esselen, Chairman of the meeting asked the members of the Society to extend a rising vote of thanks to the members of the Bird & Son organization who had contributed to the success and pleasure of their visit, Mr. Lines and Mr. Chamberlain arose with alarcity and applauded vigorously.

As the Building and Roofing Plant, No. 7 machine, which is usually quite docile and pegs along without much ado, kicked over the traces and staged a special exhibition, one visitor asked if it was put on for their benefit or if it was a regular occurrence.

We were quite impressed with the badges worn by the guides at the visit of the American Chemical Society. Nothing vulgar or ostentatious about them but their chastely simple design and their delicate color scheme attracted us mightily.

Walpole Trust Co.—Norwood Trust Co.

For the information of those of our employees who are depositors in these banks, we are requested to advise that there is no charge made for carrying an account with them, as is the case in Boston and some suburban banks, who make a charge of $1.00 per month for any account under $300.00 and $200.00 respectively.

These banks want to continue to serve the small depositors without expense to them.

—Bird & Son, inc.

East Walpole, Mass.
June 4, 1924.

Summer Cottage

One of our popular Floor Covering salesmen, traveling in the north-eastern part of Massachusetts, was asked by one of his good customers if anyone in his organization was interested in a cottage at Hampton Beach. Consequently, we are inserting the following advertisement in case any members of our organization might be interested.

To let: Six or eight-room cottage at Hampton Beach, right on ocean front; two minutes walk from Casino; best location on the beach. For particulars inquire at Premier Furniture Co., Newburyport, Mass.

HEALTH

Now approaches the time when the amateur gardener gathers the first fruits of his labors and when the stores and the vegetable men display fresh vegetables at attractive prices. In the warm weather, we should, for the sake of our health and comfort, cut down on the amount of meat we eat, and it is certainly easy to do with all the good vegetables available. Here is a list of vegetables and their value, which will be helpful in planning warm weather meals.

Tomatoes—Liver out of order, feeling in a torpid state of depression.

Lettuce—Can't sleep, nerves tangled. Eat lots of lettuce.

Celery—Tonic.

Onions—Nerve tonic, eat at bedtime. A little parsley will remove odor.

Spinach—Constipation.

Parsnips—Roasted, stewed, boiled or fried, as good as sarsaparilla.

Beets—Makes blood, increase weight.

Beans (long pod)—Utmost food value.

Pumpkins—General debility.

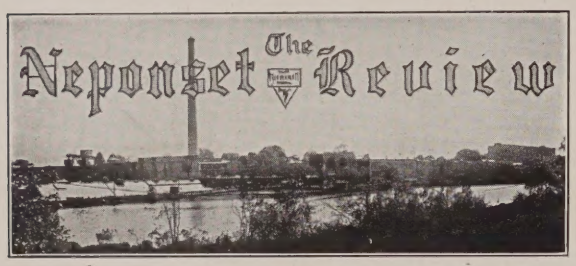
Watercress—Imparts vim when out of sorts (use in sandwiches).

Parsley—Good digestion; eat constantly. Good flavoring for dishes.

Cabbage—Blood. Cleanser of impurities.

Asparagus—Kidney cleanser.

VEGETABLES
Supply vitamines and minerals for growth
Provide iron for the blood.
Help to overcome constipation.
Every Day
EAT A FRESH VEGETABLE



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East Walpole, Massachusetts, U. S. A.

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Building and Roofing, E. L. Chamberlain

The *Neponset Review* will gladly publish communications, suggestions, photographs, or articles of interest to its readers.

Address all correspondence to the Editor, *Neponset Review,* East Walpole, Mass.

In men whom men condemn as ill,
I find so much of goodness still,
In men whom men pronounce divine,
I find so much of sin and blot,
I do not dare to draw a line
Between the two, when God has not.
—Miller.

AFTER THE GREEKS

The Olympic games are commanding the attention of the whole athletic world this year. For months before the events we heard of the possible winners of the swimming contests—the best bet in the dashes, the probable winner among the discus throwers. Men and women from every part of the Globe try to win honors in athletic races for their countries at these meets.

At the mention of the games comes the thought of the original games on Olympia, and of the time when every Greek was brought up to respect the athlete and to mould his life after his, and of the time when men spent ten months preparing for the contests. We learn that the Greek trained from childhood to develop perfect bodies—that physical weakness was scorned. Every individual was expected to make his body as beautiful as possible; it was the age when strength and beauty held sway.

Not just a few members of society devoted their time to athletics and exercises. Of course, the time came when even the old Olympic games became professional, but even then the busiest business man and the most rushed politician in all Greece is said to have given a definite part of his day to beautifying the body.

To compare the energy of the trained Greek with the working man of today brings sad results. We people of the twentieth century are too rushed, too crowded to throw off our own sluggishness—we "haven't the time." Even spring with its natural urging powers touches us lightly. Some days when we feel full of pep, or have eaten too heartily for even an easy conscience, we go through a daily dozen in a half-hearted way. Our main recreation is an evening in a stuffy movie after a heavy dinner.

Did you ever hear of a runner of Greece having dyspepsia?

Yet, the American business man with all his ailments—foremost among which is stomach trouble—is reputed more active than any of his foreign brothers. The trouble must lie in the fact that his energy is directed in the wrong channels. He has a reputation of working on his nerves.

A nation which can develop the fastest and strongest athletes among the countries of the world should naturally be expected to have a higher percentage of citizens with strong bodies.

Every man owes it to himself to take a lesson from the Greeks. It may be a brisk walk, taken at regular intervals every day—it may be a bicycle ride—it may only be climbing the cherry tree in the back yard for the folks in the country, or a race around the apartment house roof for the people in the cities. It may mean a swim in the old hole at Rock Centre, or at the beaches and municipal pools or beaches. Perhaps, the best exercise can be gotten in your own garden. Garden vegetables, by the way, are a fine help in the training course.

If you want a strong healthy body, you may have it. There is no expense involved. Like everything else in this world which is free, however, we are inclined to be skeptical of it. If fresh air were sold at a premium, we all would certainly be bidding for it. It's there—we have only to take it. Throw off the sluggishness that has been holding you back mentally and physically all winter.

Look in the glass tomorrow—exercise and get fresh air for a few weeks—then look again! Your lesson from the Greeks will pay.

The "B" Hive

B industrious,
B truthful,
B cheerful,
B even of mind,
B punctual,
B hopeful,
B virtuous,
B liberal,
B active,
B kind,
B just and
B patient,
B pure,
B honest.

LIBRARY

Where shall I spend my vacation is a question uppermost with many who have not yet decided how to occupy the precious period of respite granted us. A pamphlet, which may help in the decision, issued by the National Civic Federation, lists many reliable boarding places in some of New England's towns where rest and recreation may be indulged in to its fullest extent. The description of each place is brief but it covers price of board per week, railway rates and directions for reaching, and the advantages to be enjoyed in the way of sports, pastimes and scenery. A note to the proprietors will bring more complete information. Why not consult this list if your plan is not already mapped out? The pamphlet is in the library, which also has a number of summer resort manuals for distribution.

No traveler's outfit is complete without its accompaniment of a book or books. Our library makes a special arrangement with you if you wish to take some of ours. There have just come to us the following good stories: *The Rover*, Conrad; *Over the Pass*, Palmer; *Alcatrag*, Brand; *Rufus*, Richmond; *Mother of Gold*, Hough; *Everlasting Whisper*, Wallace; *Romance of Fiddlers' Green*, Sears; *Babbit*, Lewis; *Certain People of Importance*, Norris; *Daffodil Murder*, Gregory; *Over Paradise Ridge*, Daviess; *Ways of Laughter*, Bebgie; *Four Stragglers*, Packard; *Life for a Life*, Herrick; and *Skyline of Spruce*, Marshall.

In humorous vein is Francis Lester Warner's *Groups and Couples*. It has been here some months but has not had many readers. It is full of clever little sketches, true to life.

The Becket Paper Company of Hamilton, Ohio, has published a unique memorial volume, celebrating their seventy-fifth anniversary. It consists of an interesting sketch of the history of the business and a very entertaining record of a summer spent in Europe by their advertising manager. It is fully illustrated, and the short descriptive paragraphs are so graphically written that they make the reader feel as if he were on the spot. We are fortunate in receiving a copy.

Outdoor Pastimes of An American Hunter by Theodore Roosevelt, will appeal to those who enjoy reading about or actual participation in hunting in our western wilds.

For the more serious minded, we have such books as *The Rising Tide of Color*, Lothrop Stoddard; *Argonauts of '49*, Octavious T. Howe; *Masters and Men*, Philip Guidella; *Christianity and Progress*, Harry Emerson.

Be sure to come to the library for a selection of good books to go with you on your holiday, whether it be spent at home or abroad; it will contribute to your full enjoyment. Henry Van Dyke has said, "As a beacon is to a ship, so is a book to a man!"

SAFETY SAVING WORKERS

Every employee of Bird & Son, inc. is a safety worker, he believes himself to be the safest worker in the whole works.

Every man of us thinks safety all the time.

BUT have you thought that a bank account is necessary in order to have perfect safety.

Suppose you or some member of your family has a long sickness. Could you face the financial results and be just as independent afterwards?

Have you a bank account? Have you added a little to it every week so you will be ready and SAFE should fate bring trouble your way?

You are asked to think safety and safely so that it will be impossible for you to make a careless move or a careless act.

You should also think about your future happi ness and insure it by starting a saving habit that will grow with your safety habit.

Safety means freedom from loss. If you have to borrow money to pay your bills you are a loser. If you have a savings account to draw from you are a real safety worker.

Bird & Son, inc. are doing everything possible to make you a 100% safety worker. They show you ways of working safely. They protect the machinery so you cannot get hurt. They ask you to save safely.

Eight years ago a group of safety workers, your own fellow workers, started a Credit Union for the employees of Bird & Son, inc. The Credit Union has grown far beyond their expectation. Why has it grown so fast? and so strong? Because it is safe and every one of its members and 470 depositors are pulling for it.

Is the 4th of July, 1924 (Independence Day), going to find you independent or are you an unsafe safety worker?

Right now, before you forget it, get in touch directly or through your foreman with the treasurer of the Neponset Credit Union and sign your own Declaration of Independence.

—A. W. Smith, Treasurer.

We extend our sincere sympathy to Frank Maguire, of the Floor Covering Laboratory, whose father died recently after an illness of only a few hours.

George Paine, who for several years was oiler in the Main Mill Engine rooms, died at his home on Union street, East Walpole. We wish to express our sympathy to the bereaved family.

On June 20, Dennis Sline, father of William Sline, Building & Roofing Sales, and Mary Sline, Finishing Mill, died at his home in East Walpole, after a long illness. The *Review* extends sincere sympathy.

Card of Thanks

We wish to thank Bird & Son, inc., and the employees for the beautiful floral tributes sent at the time of our recent bereavement.

Mrs. George Paine and family.

FIRE BRIGADES

East Walpole—The Fire Brigade at the Main Mill met at 4.43 p. m. on Monday, June 2, drilling from Box 6. The water was turned on, but no time was taken.

On the return to the Brigade Room, roll call was taken, followed by a general discussion. Assistant Chief Smith gave instructions in regard to new tests which are to be made and the contests which will soon be held with the other mills.

Forty-six were present, fourteen absent. The meeting adjourned at 5.45 p. m.

Norwood—The Building and Roofing Plant held its monthly fire drill Monday evening, June 2, and the Floor Covering Plant on Tuesday evening, June 3.

The men were drilled in running out lengths of hose, turning on water, disconnecting lengths of hose, and turning on water again. In view of the fact that there were several new members present, it was considered a very satisfactory showing.

There was a good attendance. The meeting adjourned at 5.30 p. m. after roll call.

Norwood Fire Alarm Boxes

FB—No. 5—on Steam pipe support at Boiler Room.
FF—No. 7—on Roadway side of No. 2 Oven.Building.

A new number has been given to box located on steam pipe support outside of the FB Boiler Room. It is No. 5. The Floor Covering Plant number is 7, and the box is located, as formerly, on the end of the fire wall in the roadway on the side of No. 2 Oven Building.

The following instructions have been issued:

1. If the Town Alarm is to be sounded, tie down the mill whistle and release it as soon as the Town Fire Department or Mill Brigade arrives. The Deputy Chief will see that the whistle does not blow too long.

2. Follow sounding of fire alarm by telephoning the message to the Norwood Fire Department.

3. If the Town Alarm is not to be sounded, as in case of a small fire, sound signal by repeated blasts on mill whistle until help arrives.

4. A small fire at FB is to be signaled on the FB whistle only.

5. A small fire at FF is to be signaled on the FF whistle only.

6. Ten blasts on the Mill whistle means the Fire Brigade reports quickly to headquarters.

The numbers 5 and 7 refer to the vicinity of the plant as well as the plants themselves, but the Mill whistle, blown in conjunction with the Town Alarm, will always satisfy any question.

Walpole Fire Alarm Boxes

It might be well, at this time, to refresh our memories on the numbers for the Main Mill. They are as follows:

653—Coal Pocket
654—Repair Shop
655—Fire Pump House
656—Finishing Mill

The Hills Ahead

The hills ahead look hard and steep and high,
And often we behold them with a sigh,
But as we near them level grows the road;
We find on every slope, with every load,
The climb is not so steep, the top so far.
The hills ahead look harder than they are.

And so it is with troubles, though they seem so great
That men complain, and fear and hesitate,
Less difficult the journey than we dreamed,
It never proves as hard as once it seemed.
There never comes a hill, a task, a day,
But as we near it, easier the way.

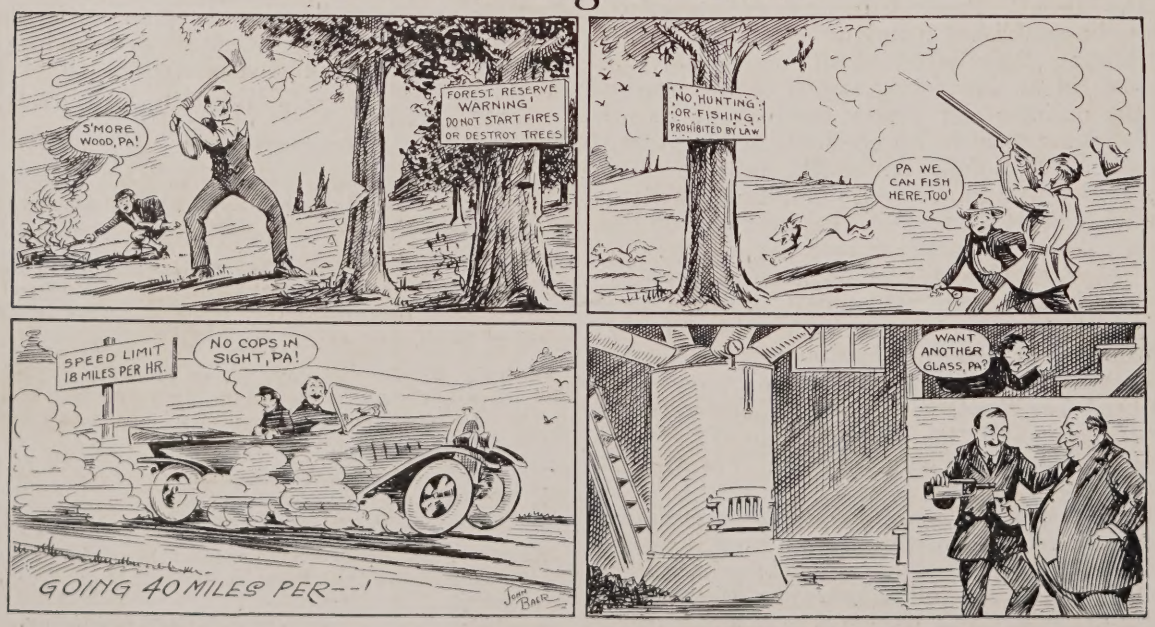
—Douglas Mallock.

One Minute Treatise on Wood Pulp

Wood-pulp am an transmogrified tree. De howcum ob dis hallucination am dis-a-way—Wherfor—fust, de tree am manicured an' dissillusioned ob it's overcoat, an' den it am perverted an' perturbed by a grinding progress dat stupifies it to a homeopathic conflagration, atter which it am allowed to simper an'cook in an outsize pot, in a salutation ob sulpher and 'lasses or sum such disenfectant Frum dis pint, de stuff is run thru a machine dat finally finishes it up in flat conglomeraneous sheets dat greatly dissemble waffles. Dis am wood pulp.

H. L. B.

"As the Twig Is Bent"—


S'MORE WOOD, PA!
FOREST RESERVE WARNING! DO NOT START FIRES OR DESTROY TREES
NO HUNTING OR FISHING PROHIBITED BY LAW
PA WE CAN FISH HERE, TOO!
SPEED LIMIT 18 MILES PER HR.
NO COPS IN SIGHT, PA!
GOING 40 MILES PER--!
WANT ANOTHER GLASS, PA?

Published through courtesy of Public Affairs

ON REVISITING A HILLTOP

This wonderful June morning I am sitting out-of-doors on a hilltop farm in New Hampshire. The farm forms the first lift of heavily pined and hemlocked mountains that loom sheer above to the east and north. Westerly, beyond a few miles of diversified country, range upon range, rise the green hills of Vermont, topped in the far distance by Mt. Stratton. To the south is spread for miles the panorama of a level plain dotted here and there by homesteads.

Like a mother's right arm encircling a carried child, the Connecticut river bounds this plain, dividing New Hampshire and Vermont, and emerging from the picture, to enter and cut its way across Massachusetts. Rimming this plain in the extreme south are the hazy wooded Massachusetts hills. This view commands instant attention, excites first beholders to exclamatory admiration and gives the thoughtful scope and range and play for free flights of mental fancy.

On this hilltop I spent many thoughtless, unconscious years of childhood and of youth, beholding the splendor of this far-flung expanse in all seasons and through all of Nature's atmospheric moods—the lively blue and gold of June, the lazy, hazy, dreamy days of autumn, the murk of December and the sting of midwinter, when the broad landscape is ermined in a cloak of snow. Here, where night has a thousand eyes, indeed, when the thick curtain of darkness draws down to shut from sight the things of earth, the sky seems very near and a glorious galaxy of stars comes into view with not a thing to hinder their beholding.

From thoughts of all this splendor and from memories of departed yesterdays, my mind turns to the humans who have inhabited these hills and plains their lifetimes through. Some of them I have met again within the week, and the wonder is that apparently none of this breadth of view has gotten into their minds. The daily paper comes to a few homes, a popular magazine to some, books to practically none. Conditions of life are hard, they tell me, but from my outlook on the hilltop this morning, it seems to me that conditions are hard for individuals, more often than otherwise, because they think they are hard.

The mental is the determining condition. Opportunities are absent to him, and to him alone, who in complacent self-pity says they are. It is man's determination and his ability to see beyond his nose that makes for him his opportunity more than most men dare believe.

The human equation counts most. It was James A. Garfield who said, "Things do not usually turn up until somebody turns them up."

Here in this open country, where every prospect pleases, man is what he makes himself. This truth holds elsewhere, also. The ignorant, the shiftless and incompetent do not live as well or as much as human beings may, but understanding the will to work, and thrift, are winners in all times and places. —H. E. R.

"A Garden is a Lovesome Thing"

"A Garden is a lovesome thing, Got wot'
Rose plot
Fringed pool,
Fern'd grot—
The veriest school
Of peace; and yet the fool
Contends that God is not—
Not God in gardens when the eve is cool?
Nay but I have a sign;
'Tis very sure God walks in mine."

CARL SCHAIER SURVEYS HIS GARDEN
(Here is a sample of good photography)

!!!ATTENTION, AMATEUR PHOTOGRAPHERS!!!

The *Neponset Review* offers three prizes—
$5.00—First Prize
3.00—Second Prize
2.00—Third Prize
for the best snapshots submitted for reproduction in the paper.

Rules

All pictures must be sent to the Editor not later than *September 10th.*

Pictures must be taken by amateurs.

They must be snapshots which can be retained by the Editor.

The sender's name and address, together with a brief description of the picture, must accompany each one.

Suggestions

The most interesting pictures are of people, or those which have people in them.

The best pictures show the subject in action rather than in a pose.

The size does not matter so long as it is clear and in good focus.

Get out your kodak and plan to get one of the prizes. These summer months offer wonderful opportunities.

SPECIAL CONTEST

For pictures taken at the outing, July 19th, special prizes are offered of $5.00, $3.00, and $2.00, first, second and third, respectively. Pictures must be in by July 26th.

Notes from the Plants and Offices

MAIN MILL

Albert Solbo has purchased a new Reo coupe.

John Coughlin is the new office boy in the Mill Office.

Pat Egan has a new car. No, he didn't buy it where he bought the kiddie car.

Notice is served that Mike McDonough and John Carey are now sparring partners.

Francis Dockery has transferred from the Finishing Mill to the Stock Transfer Department.

Ed Fitzgerald spent his vacation in Washington street, Norwood, and enjoyed it immensely.

James Donovan reports that the small son and his mother are doing nicely. Congratulations.

Anyone interested in gardens is referred to Tom Morris. He has everything in it from beans to squash.

Dave Heylin's small son and his chauffeur.

John Leston started his vacation, June 27. He expects to put in his winter hay for his fine herd of Holsteins.

We are glad to see Mr. Geary around again after his illness and hope that he will make a quick and complete recovery.

Miah Coughlin and "Hub" Thompson are having the time of their lives down at Moosehead—"nobody to bother them."

Maurice Mason went fishing. From what we've heard, we should say the flies had done a better job at catching him than he did at catching the fish.

Herbert Thompson, of the laboratory, has been granted a leave of absence from July 8th to August 9th, when he will attend the University of Maine Summer School, at Orono.

Victor Smith had a rather painful accident recently when a spring broke in his automobile and he was thrown into Allen's pond. Beside a bad wetting, Victor had a badly wrenched knee and the car was very much damaged.

BOX SHOP

James Salmon is the more than proud father of a baby girl.

Miss Helen Johnson has been taking a vacation at New Brunswick.

Miss Milesky is planning to spend her vacation at Old Orchard Beach, Maine.

August Petrova says his new daughter, Josephine, is well and apparently entirely happy.

Jean and Anne Richardson have gone to their home on Prince Edward Island for a short visit.

We wish Mary Prospero all happiness. She is soon to be married to Domenic Cisternelli of Walpole.

Mr. Goodspeed went a-fishing but so far we have not heard very much about the "big fish that got away."

Several of the Cartidge Room girls are away for a short time: Mrs. Rafuse, in Maine; Edith Jonah, Hampton Beach, N. H.

We extend our sincere congratulations to Bartley Curran of the Shoe Carton Department, who was married a few weeks ago.

Ask Bill Downing where he gets his hair cut these days, or why two barber shops for one cut—one side, Valentino; the other side, shingle bob.

Harry Tower and Wilbur Fay have returned from their annual spring camping trip in Maine. In spite of bad weather, they managed to get a good many fish.

Dave Heylin is the proud owner of a Ford. He failed to get his driver's license because a tree and the curb very inconsiderately got in his way as he tried to turn around.

Steve Reardon is investigating a course given by the International Correspondence School on "Locks." His difficulty seems to be in unlocking doors that are already unlocked.

William Quinn is spending his vacation in Canton, Mass., where he may be seen any day perched on the roof, a shingle in left hand, a hammer in right, pondering deeply on which he shall lay.

Folk in No. 2 Box Shop were interested to learn that two of the new arrivals at the Norwood Hospital last week were children of former employees. Nellie McArthur Bergland has a son, and Catherine Howe Proctor has a daughter.

As Leroy Fullerton was passing through the "aquariam" on East street on his return from lunch the other noon, his Maine instinct got the better of him and he stopped to pat what he supposed was a Mrs. cow, which was lying in the yard. With a grunt and a groan, the "cow" got up and went after him. "Mrs. Cow" was really a "Mr. Cow" and resented undue familiarity from strangers. The last seen of Mr. Fullerton he was sitting in a tree, begging in humble tones, "Please, Mr. Cow, go away and let me down."

MAINTENANCE

Clarence Mattson has taken over the supervision of the garage.

Leo Travers joined the benedicts this month. Congratulations.

Victor Purdy is driving a new car and enjoying the good weather and roads.

Jack Maitland is back. He received a rousing welcome in the shop.

Mr. Guttormsen's new small daughter is enjoying life with the family she has chosen.

William Sullivan of the Finishing Mill, has transferred to the yard as helper on the truck.

It is good to see Nelson Boulter back on the job, and, best of all, he says he is feeling 100%.

We have another Ford in our midst. George Wallace is owner of the latest one to appear in the yard.

Bill Koehler is saving his money to hire an automobile to take him to New Jersey over the holiday.

Mike Smith, who has been absent for several weeks because of a broken wrist, is back with us again.

Ed Boulter is driving to Nova Scotia with his wife seeking recreation from his strenuous labors as a roofer.

Wilbur Fay Rests for a Moment

Nelson Bartlett is so very modest that he refuses to tell us of any of his fishing exploits at Moosehead. He admits a wonderful time.

The delicious aroma from Sam Gladding's hot dog stand at the Walpole band concerts, Thursday evenings, is inducement to most of us to indulge.

We were sorry to have Alfred Jerdin say "good-bye" to us. He is going with the S. S. Pierce Co., Boston, and we wish him every success in his new work.

Bill Koehler subjected the new soft coal to microscopic examination, found it entirely satisfactory and ordered Bill Carberry to have it hauled up to the Bird Club.

George Robertson seems to be followed by a jinx. Recently a fire at his home destroyed all his property, including all the clothes he had except those he happened to be wearing at the time.

The drafting room boasts a new chief draftsman, Fred Duncan, who is advancing rapidly and expects to qualify as superintendent presently—in a few dozen years. Fred is home from college for the summer and is a valuable addition to the ball team.

SAFETY COMMITTEE

Not one absentee was recorded at the June 12th meeting of the safety committee: S. W. Smith, J. B. Maguire, W. Jackson, D. Bowles, J. J. Burke, A. Bridgham and Pat Hessian. They were all there.

A report was read comparing our accident record with that of other industries. Our standing is very favorable, but it can be improved and the members of the committee pledged themselves to try to do it.

The accident record for May was gone over carefully, and the "old business" left from the previous meeting was brought up. All the suggestions had been carried out, except putting a guard over the light in stairway at DF.

It was suggested that the guard at the cotton pump be moved away from the belt, and that something be done to prevent slipping on the cement floor at the foot of No. 2 mill stairs.

BUILDING & ROOFING

Wiz Dome

"Learn no better motto than 'Quality First—Always.' "

"A merry heart doeth good like a medicine, but a broken spirit drieth the bones."

"You know you can't keep a man down who is always looking for something hard to do."

"Getting next to people is an Art, a Science, and a Business. You will never succeed at it until you learn to put yourself in the place of the man you are dealing with. You must train yourself to see things from his point of view."

When is George Jones, FBJ, going to get that "Flivver?"

Our "Kettle House" looks like new with its shiny galvanized iron roof and the freshened up pipe coverings.

None of us envied the chap who recently painted our 150 foot stack. However, it looks nifty in its new coat.

Have you noticed how good looking a scrap pile can be? You are cordially invited to examine the one in the field.

Wm. Aulds is a little disappointed but he's going to keep it anyway. This makes three boys. Congratulations, William.

We wonder why Harry Dresser is taking such an interest in stock farming of late. We have seen him comparing notes with Pat Reardon several times.

"King Tut" Duncan keeps busy brightening up the dark corners. He has put lots of paint in and around the "stills" and they look like a circus just out of winter quarters.

After an absence of three months Patrick Maguire, FBPM5, is back on light work. Pat came off second best in mixing it up with a Ford car the night of the Safety Entertainment last March.

The FBY Department is out to prove that the men in FFY aren't the only landscape artists in existence. Keep your eye on the new lawns being nursed along in the vicinity of the fuel oil storage tanks.

Granville Baker, FBS, has worn the concrete floor through FBP exceedingly thin these past few weeks. He says he is going to see how many tank cars are coming in, but we always notice he takes time to find out if No. 1, is running up to standard production.

We wonder why the Lux people didn't build their plant on the banks of the Neponset. They ought to come over some morning when the suds below the dam are going strong. It reminds one of anti-Volstead days.

Pat Reardon says business is sure picking up and he is kept quite busy, thank you. Pat is one of those fellows who is always ready to help out, and a willing man is always pretty busy. Any jobs you want done?

Angelo Scarci, FBF, covered himself with glory and brought honor to Norwood in the big seven-mile road race at Brookline. In a picked field of 25 runners, including Tommy Hennigan, of Malden and Bob Dalrymple of Dartmouth, Scarci reached the finish mark in 56 minutes, 5 seconds, just 17 seconds before his nearest competitor. As evidence of his prowess as a runner, he has a monster silver cup, standing about two and a half feet high, inscribed, "Stephen F. Rutledge Post V. F. W. Seven-Mile Road Race."

We all know that the Christmas checks are appreciated for more than their money value. No doubt, many of the Christmas checks received by the employees who were in the employ of Bird & Son for a year or more were cashed at the earliest opportunity. Some, however, meant more than their face value and were very reluctantly turned in. It has recently come to our notice that one check is still held by one of our loyal employees who says he likes to look at it occasionally, expressing a feeling of pride in the fact that the concern for whom he works remembers all its employees without distinction.

Roy and I went out chasing chickens, (not the bobbed hair kind) last evening and Bob got a dozen. Pretty good lookers they were, too. Leave it to Bob to pick the good lookers. He got mostly Red ones.I don't know anything about them myself and I don't believe the guy Bob bought them from knew very much either, for Bob asked him for a couple of Rocks and the fellow gave him a couple of white hens. Even I know the difference between a hen and a rock. Bob asked me if I knew the difference between a pullet and a rooster, and when I told him no, he said he could tell by the comb. Of course, he knows more about combs than I do for I don't use them. A nice soft turkish towel is all I use to comb my locks and ringlets with.

SAFETY COMMITTEE

An enthusiastic meeting of the local Safety Committee was held June 16, and the number of suggestions brought out regarding the improvement of conditions around the plant in regard to safety indicate a wide awake committee, alert to the duties and responsibilities of their job. Here is a brief account of the meeting with a few of the matters which were touched upon. Read it, and, if you can help them by calling attention to something which should be changed or which could be improved, do it. They deserve and need your cooperation.

Mr. Chamberlain reported that the accident record had improved very much during May. There were only two causing a loss of time.

Mr. Dresser said that there should be a ladder to climb up to steam traps in the Boiler Room. A permanent ladder is to be installed.

An investigation is to be made of the conditions involved in opening man holes and cleaning out asphalt coating tanks in FBB, which are now considered dangerous.

On recommendation of Mr. Cave, the plates in front of the shipping office, which have become loosened, are to be fastened.

He also suggested that a drinking fountain was needed in the shipping of the plant. Mr. Chamberlain stated that they had had one there before, but that the water had been left running and ice melted very soon. The water came through the floor and damaged stock in the basement

below. However, this is to be looked into again in an effort to discover a more suitable location.

Mr. White reported that the electric cars stop opposite Water Street at night when our men are going out, thus making it very dangerous for automobiles going up the hill onto Washington Street. This has been taken up with T.

Mr. Phillips inquired about lights. Mr. Chamberlain said that the Electrical Department had a new type for trial. It was suggested that one be placed in the fume line and another at the head end of the track so that the kettle house yard and the tank car tracks would be lighted.

On the suggestion of Mr. Mori, Mr. Dresser is to investigate the plan of putting a sheet iron plate in the pit at the Boiler House to keep the asphalt from running down.

Mr. White suggested a control on the winder head in the slate system. It was reported that a push button is to be put in on the outside, which will stop the system without making it necessary to go into the small buildings where the switches are located.

FLOOR COVERING

Herman Naukheim is enjoying his vacation at his home.

John Selden, for some reason unknown, insists on parking his hat on the ceiling of the laboratory.

Mr. Rouillard is on a vacation. Rumor hath it that he is in New Hampshire, but we don't know.

Jim Stowell came back from his wedding trip with a beautiful black eye. He says he bumped into a door.

The Berglund Brothers Make a Daring Rescue of Tally Sheet from Neponset Waters.

We are going to stage a one-man tug-of-war at the outing; Swanson against any ten men from any of the other plants.

When James Dunne answers the telephone, he says, ‚Dunne talking." Charlie Flower speaks up briskly, "If you are done talking, why don't you hang up?"

Ben Sodergren tried to get Sutherland to give him two nickels for a penny disguised as a dime by being dipped in mercury. Frank Maguire calls that the "acme of optimism," trying to slip something over on a Scotchman.

Frank Sutherland, in talking with the Employment Office, gave them the impression that Jack Alcott was looking for work for the summer. Upon investigation, it was found that this was positively not so.

Some wag sent this to Jimmie Stowell. The Bird & Son, inc. organizations will entrain 2500 strong at East Walpole and proceed to Nantasket. All are exhorted to come and bring the family. A committee has been appointed from among the foremen to sell peanuts and hot dogs upon the train and boat, Mr. James Stowell, Chairman. Mr. Stowell will select his own committee and he will also carry the flag from the South Station to Rowe's Wharf.

We are struck, upon looking over the *Review*, at the number of "bouncing" babies that are born. Our experience with infants has been slight, but we have never seen a child who bounced of its own accord a week or two after birth. The dispassionate observer will admit that, except to maternal eyes, all of the young of the species are very like one another. Hence, we may conclude from our observation of a few babies, that no baby, at so tender an age, assumes of its own volition the properties of a rubber ball.

! !EXTRA! !

Bird & Son Man Dark Horse in Democratic Contest for Nomination

Although, due to a mercenary and corrupt press, his candidacy was not emphasized, the Bird organization should pride itself upon having for a member a man of presidential caliber. Mr. Frank Maguire, than whom there is no man more modest, was induced only after great effort to enter the presidential race. That astute politician, Mr. Jack Alcott, upon hearing that Mr. Maguire was to be in New York the week of the Democratic convention, hit upon the brilliant scheme of having him combine business with pleasure by appearing at the convention at the psychological moment when the Smith-McAdoo forces should be at a deadlock and supply the need of a third candidate in whom brilliancy should be tempered with honesty. Mr. Alcott, with political cunning, immediately notified the Boston papers that Mr. Maguire would on no account accept the nomination and one of the papers gave his communication great prominence on the page designated, "Letters from Our Readers."

Mr. Maguire announced that his platform would be "light wines and beers," and that, under all conditions, he would extoll the durability of "Neponset Rugs."

"In the event of my nomination and election," said Mr. Maguire, gracefully transferring his neat straw hat from his left to his right hand, "none but a 'Neponset—Watch It Wear' rug shall grace the portico of the White House."

As he made this statement before the FF Democratic Club, it, led by its President, Mr. Knight, burst into frantic cries of, "Huzza, Maguire."

Mr. Maguire left for the convention by boat and was accompanied to the dock by his friends who carried banners, reading, "Maguire and 'Light Wines and Beers.' " At the request of his wily manager, Alcott, no reporters were at the boat. Mr. Alcott had notified the papers that he wished no publicity and they respected his wishes. As the boat left the dock, Mr. Maguire's many henchmen united their voices in cries of approbation and ended with the ringing admonition, "Be back in time for the picnic." In response, Mr. Maguire waved his neat fitting straw hat again and again.

No recital of Mr. Maguire's doings at the convention is needed here. Sufficient is it to say that when the votes for selectmen are counted in the next town election, the result will in all probability be ample substitute for the hollow honors Mr. Maguire spurned at New York.

Somebody was unkind enough to remark that Frank Maguire wouldn't be the dark horse of the convention—he'd be the black sheep.

SAFETY COMMITTEE

At the regular meeting of the safety committee, the record of the FF plant for the month of May was gone into thoroughly. It was brought out that practically every lost time accident that this mill has had in the last two years has been due, not to faults of material or equipment, but to the personal carelessness of the man injured. This is true of all the accidents recorded for the month of May, as well as the accidents so far in the month of June.

It was brought out by both Mr. Fisher and Mr. Wight that it is the duty of every member of the Safety Committee to watch his fellow workers on unsafe methods of performing labor, and when any unsafe methods come within their knowledge, they are to take means to prevent same, reporting to the foreman and the superintendent any cases where their cautions are not regarded.

FF has no place for the careless worker, and, unless the workers that we have here wish to protect themselves by heeding such warnings, do not care to continue with them in our employ.

All were urged to take up this matter of safety strongly this coming month.

Several matters came up which are to be investigated by members of the committee and reports made or orders entered for changes. Among them were:

Necessity of guarding the pulleys on the wrap machines, FFR.

The cross channels on the portable tables, FFR, catch the workers' knees at the present time.

Because of the nature of the traffic, nail cleats do not last very long in the ramp from B floor SF5 to B floor FF8 and so fastening a cleat by a stronger method is to be tried.

A sail down the harbor, a swim, a shore dinner!

Where? At the Outing, July 19th

HOW TO AVOID BAD INVESTMENTS

Twelve Danger Signs

Every investor should be "on guard." This applies particularly to the small investor.

1. Mining stock. The best looking mine in the world may prove a "white elephant." Mining is a very expensive undertaking and the risks are unusually great. There are many good mining investments, of course, but this branch of the investment market is generally not for those who work for and depend upon a salary.

2. Oil stock. Drilling for oil is costly. The hazards are great. Oil investments are speculative and in a class with mining investments.

3. In the wake of every important discovery or invention there comes a host of schemes—"airplanes," "radio," "wireless." The promoters of these may have only the best of intentions, but frequently their enthusiasm is about all they have to sell. Look before you leap.

4. Investment in "real estate" situated in some distant place is sometimes as dangerous as mining stock. People have been known to buy swamps advertised as "sea-shore frontage." Know what you are buying before you invest.

5. "Land development" schemes frequently do not pan out. At best it is a long time before any money comes in from sales. Investment in "new companies" that are going to "sell by mail" should be generally avoided.

6. Patent rights and process distribution. It is rarely the patentee who makes the money.

7. "New manufacturing methods" should always be closely checked and investigated.

8. An investment requiring a quick decision is often a fake. If there isn't sufficient time to "sleep over it," something is probably wrong.

9. "Special inducements" in cash discounts or stock bonuses urging you to be one of the first to invest are suspicious symptoms.

10. "Tips" alleged to land you "on the ground floor" are rarely to be taken. Those who are "on the ground floor" will monopolize the opportunity.

11. "Playing the stock market on margin" and all other forms of speculation are decidedly not for the small investor. Beware of the "bucket shop." If you buy stocks outright for investment do so through a member of a legitimate exchange.

12. "Stock in mail order companies" being organized with promises based on what others have done seldom turns out well.

—U. S. Treasury Bulletin.

The picture illustrating the Suggestion articles on page 4 and the the Health article on page 9, are reproductions of two of the education posters prepared by the National Child Welfare Association, 70 Fifth Avenue, New York City, and are taken from over 500 subjects relating to the physical, moral and mental development of children. Descriptive bulletins with prices will be sent free by the Association, and their Handbook, which contains information on child welfare and is illustrated with miniature reproductions of the posters, may be had for 50c.

THE CHICAGO ROOFING OFFICE GIRLS

Back Row, left to right: Misses Thompson, Kalman, Imeson, Mrs. Prairie, Misses Dunn, McCarthy, Lyndon, Mrs. Andres. Front Row, left to right: Misses Mayberry, Anderson Kelly, Black. Mrs. Wilson, Misses Sandberg, and McCormick.

PHILLIPSDALE

We wish to extend our sincere sympathy to Miss Danials of DPG, who recently lost her father.

At this writing, Charles Cyronock is just starting on his vacation. He says he is going to spend it painting his house.

Phillip Delaney has a new grandson, born June 5th, weight, nine pounds. Phil is wearing a smile that is contagious.

Alec Homernock is the proud father of a baby boy, born May 22. We wish the mother and baby good health and good luck.

Mr. Howard has joined us, in charge of DPL. We are glad to welcome him and hope that his stay with us will be long and pleasant.

Johnnie Rose, our cute little office boy, has returned from his vacation. He reports a wonderful time riding horses down on the farm.

Work has been started on the new stokers to be installed in No. 5 and No. 6 boilers. The new heater has already been installed in the boiler room.

Forty-two new members of the Benefit Association! There are forty-two more people in the plant who should join both for their own sake and for their families.

We have erected a new flag pole at the entrance to the mill with a very special weather vane on the top. George Inman now keeps us informed each morning as to the weather for the day.

Walter Karpenwech, of DPB, while visiting the farm of a friend was accidently shot in the leg by a fellow worker. Walter was taken to the hospital, but he is getting along nicely and it is expected that he will be out in a few weeks.

Miss Maguire has left us to enjoy her annual rest. We told her that June was sacred to brides. She said that she had known that for a long time, but she was going to spend this June touring New York State to Niagara Falls with her mother and sister.

In last month's *Review* we had a picture of a Hudson sedan with the proud owner, Fred Couture, sitting in the driver's seat. We are wondering, however, if you ever have seen him sitting in the driver's seat of an old Ford truck. That would make a real picture for he would look more natural.

We had seventeen suggestions last month, which was a pretty good record. Now, boys, how about eighteen at least for the month of July. You can do it. Just look around and drop your suggestion for improving the products or methods of working in the box. Don't be afraid that there will be too many. The Committee is more than willing to work overtime if necessary.

SAFETY COMMITTEE

The regular meeting of the Safety Committee was held June 9th, and, after the minutes of the previous meeting had been carefully gone over and the accident reports for May considered, several items were taken up.

It was reported that work was progressing on the elevator gates, DPG, which had been reported as unsatisfactory at the last meeting.

The guard on the chain falls is to be repaired.

A connecting platform between the walk on screens and the walk on thickner is to be installed shortly.

Several places around the plant where attention was needed in the interest of safety were reported and in each case action will be taken as soon as possible.

The members of the committee are displaying a lively interest in safety. They need your cooperation. Tell them when you see something you think could be improved or which you think should be changed. They will appreciate your help.

Don't miss the Shore Dinner at Nantasket Hotel

Yum! Yum! Chowder; Clams; Fish; 'n'everything

WINDI-CITI-ITES

"Following lines of least resistance is what makes rivers, and men, crooked."

Bob Thurston is busy these days on plans for his new home in Midlothian.

Henry Morman, our chief engineer, is at the hospital this week for a minor operation.

"Bob" Thurston and family are spending this week at Douglas, Mich., at their cottage.

Eric Gach, who has charge of our Blowing Plant nights, is away on his vacation this week.

THE "BIG" BOYS OF THE MILL — REAL CORN FED

Left to right, John Matcha, gen. foreman, 238 lbs. Jim Schultz, oiler, 255 lbs. Joe Caltilier, day fireman, 265 lbs. Henry Mertin, piper, 256 lbs. Fred Heck, Reo Driver, 235 lbs.

"So drive that you don't have to honk your horn or screech your brakes all the time."

As Harry Brandau remarked—it may be only a hair net but a lot of poor fish get caught in it.

Becoming disgusted with the service of the Yellow Cabs (?????), Arch Downey has purchased a car.

The boys who deliver the goods never starve, but the fellow who delivers the ideas buys the steam yatchs.

We are glad to welcome Mrs. C. Bolton and Miss Albertine Bell as members of our Accounting Department.

Ben Cossi came in with a box of cigars under his arm the other morning. This makes No. 3 in the Cozzi houeshold.

Earl Clark and Lewis Freeman are taking their families to "The Dunes" for the summer where they have hired a cottage.

"When a man thinks that he cannot be spared from his business a few days, it is either a case of conceit or of poor organization."

Ernie Grosscup, our Products Inspector, is away spending two weeks of a well-earned vacation. Shorty George is "batting" for him.

Schreen of our Credit Department remarked the other day that why pretty girls painted up like Comanche Indians was beyond him.

Ben Robert's evenings are fully spent on the latest of radio creations. Ben's latest set is about ready for service—it is known as a Bremer—Tully "hook-up."

"It is not work that kills men, it is worry." In other words, if you are worrying because you're not getting orders—well, just read that first line over again.

A wire came in from Galesburg, Illinois, the other day following a severe hail storm there last week, to rush a car of Super Twin Shingles as these had withstood the storm in fine shape.

Dutch Jansen and his No. 1 crew had one record breaker this past week. While Shorty George's crew have had two "non-stop" runs. Nice work, boys—we need it all with only one machine running.

The crop of grass on our Plant lawn has grown thick and fast. We noted Louie Droege rubbing his chin and looking it over the other day. Evidently he looks for several good cuttings this year.

Dutch Jansen suffered a painful injury to one of his fingers one day this week when in endeavoring to clean a roll, he lost a finger nail. Dutch's advice is never get scraping on the "pinching side" of a set of rolls.

Miss Anderson says that women are now the stronger sex. The men, she states, are skidding into manicure shops and taking out second citizenship papers in beauty parlors. You're wrong, Miss A.—those aren't men.

Howard Hanna says, a town may be famous for its beautiful women, but the iceman knows better. One of the young ladies remarked after reading the above that she had often wondered what Howard did before he came to Bird & Son.

Jesse Tuscher landed a 450 square Standard Built-Up order for the 122nd Field Artillery on the North Side. And in addition has passed in one for 94 squares for the Ridgeview Hotel in Evanston which is to be an *Extra* Heavy Built-Up Roof.

The new Paxon dust collector has been installed and connected in the location occupied by the old Cyclone collector. This new type of collector has worked well at Norwood, and we have hopes here it will practically remove all signs of dust, thus eliminating "kicks" from our neighbors.

Ex-Vice-President Marshall spoke over the radio here in Chicago the other night as follows: "I am glad to have the distressed people of Europe come knocking at the door of the United States but after they are admitted I want them to quit knocking or go back where they came from."

Mr. Geo. R. Wyman, General Manufacturing Manager from our East Walpole Mills, visited us this week. The boys of No. 2 Machine had a "non-stop" run to celebrate his visit. It was Mr. Wyman's first visit for several years and the Mill had been changed over considerably in that time.

Dick Floyd, assistant to Mr. P. R. Allen. our Vice-President, spent the first part of the week here in Chicago. Dick tried hard to place a few bets that Paddock would be beaten in the 100-yard dash by Loren Murchison in the Olympic try-outs in the Harvard Stadium in June, but had few takers. We hope he didn't bet that way in the East after hearing reports of the race.

HAMILTON

We are glad to welcome Al Turner's new assistant, John Williams, in the Multigraph and Sample Department.

Mr. George R. Wyman of East Walpole favored us with a short visit on June 12. We hope we shall have this pleasure again soon.

Our famous office sheik, Harold Lansfield Balch, has been transferred to the Complaint Department. George Fraser has taken over Balch's previous office duties. We wish them both success in their new lines of work.

Bowling

Bird & Son Bowling League came to a grand finale on June 9 at the Connaught Bowling and Recreation Club, when the High Twelve, composed of two teams of six each, bowled for a prize donated by Mr. Cowan. These teams

A. McM. Staples, alias Sandy, who is responsible for the development of our business in Nova Scotia, believes and proves that he is right in believing, that Pariod and Art Craft can be sold to his dealers at greater profit than any other roofing. Sandy is doing good work, showing a steady increase in the sale of non-competitive products in 1924.

were made up of six high men from the mill and six from the main office, so it was practically a battle between the main office and the mill. The office won after a very interesting and closely contested struggle.

The office came to the scene of battle with blood in the eye, breathing fire and brimstone, determined to win or to die trying, as they thought it a put-up job and that the mill had the cream of the bowlers. They decided that what they lacked in bowling skill, they would make up with their tongues. George Schnabel was "razz" leader and he certainly filled his position admirably.

The rule was, the best two games out of three, and the office took two. The winners were: W. R. McNeil, George Schnabel, H. Balch, A. Turner, G. Frazer, C. M. Canfield. The losers were: C. P. Cowan, B. Page, H. McCarl, H. Coutts, W. A. Mutch.

But, wait, the high ones were not the only ones in the limelight, as the low twelve bowled for a prize donated by W. R. McNeil and this contest was equally as interesting as that of the high ones. There was not so much rivalry between these two teams, however, since they were both made up of mill men. When they were named the "Low Twelve" they were correctly described as some of the scores were nearly zero, but at that, they were equally matched. The winners were: E. Gibb, J. Rennie, F. Jarrett, A. Ralph, J. Gardner, W. Clark. The losers were: C. Delavergn, A. McCullough, A. Jarrett, H. Little, A. Collins and A. Dummy.

It was a splendid evening's entertainment and a finish of the League that left a good taste in everyone's mouth, a pleasant thought in mind and the hope that the League will get underway next winter at an earlier date and be a bigger and better success than ever.

With the bowling season over, we have entered another field of athletic activity, with a team entered in the East End Manufacturers' Baseball League. Due to lack of practice, we dropped the first game, 6 to 5, but in the second contest, our boys toppled the League leaders, 6 to 1.

As the first and second teams play off for the championship, it looks as though Bird & Son will be strictly in it.

Orders are coming in freely, considering conditions in Canada at the present time. While we are somewhat behind 1923, we feel confident that our sales force will overcome this and, by the end of the year, we will at least equal last year's business.

It is surprising the way our business in expansion joints is developing. We have recently received orders for several carloads, and, with the road building program in Canada, we expect to continue.

On the 17th, Joseph Sells, one of our oldest employees, had the misfortune to fall off a staging when applying Art Craft roofing. As near as we can tell at this time, there were no serious results, and we hope that he will be back to work in a short time.

MAIN OFFICE

We are glad to welcome Helen Lovering as dictaphone operator in the Service Department.

Holly E. Rice is a recent addition to the list of correspondents in the Building & Roofing Sales Division.

We are sorry to see Mrs. Haste go. She left us July 1st to devote all of her time to her housekeeping duties.

We congratulate Arthur O'Shea of the Floor Covering Department, whose engagement was recently announced.

Frank Hammer and Gordon Campbell are new members of the Cost Department whom we wish every success in their work.

Mary Walsh has joined the Building & Roofing Sales Department as clerk. Miss Walsh was formerly a member of the Stenographic Department.

Phillip Cushing was one of the young men to receive a degree at the graduation exercises of the School of Business Administration, Boston University.

Oliver C. Turkington recently went to Ohio where he is to sell Floor Covering. We wish him every success, in his venture as outside salesman.

Mr. Wilson, who is associated with Mr. Nicholson in Pennsylvania, spent three days at the Building & Roofing plant recently and was impressed with what he saw.

Mary Dalton, who has been with us for several summers, has come to work for us again in the Stenographic Department. Miss Dalton is a student at Salem Normal School.

Arthur F. Stukey has taken up his duties as correspondent in the Floor Covering Division, and Bertha Kannally is a new clerk in that department. We are glad to have them both with us.

Katherine Roche, a student at Framingham Normal School, has returned to us as summer substitute in the Payroll Department. Elizabeth Tolman is substituting in the Cost Department.

Incredible as it may seem, the gentleman in the pious pose is really Paul Breen, of the Building & Roofing Sales. Evidently he has his moments of "viewing with alarm" the awful doings in this wicked world.

Mabel Welch has returned to work for us after a year's study in Boston as comptometer operator. Emma Vanderwal is also a newcomer in the Comptometer Department whom we are glad to welcome.

We congratulate Mary Kelliher, who has transferred from the Stenographic Department to the Floor Covering Sales Department, as secretary to Mr. Sawyer. Miss Kelliher has just returned from a two weeks' sojourn in New York where she reports a wonderful time.

Louise Kinsman and Barbara Lamore have now become regular members of the Building & Roofing Clerical Department. Miss Kinsman has been receiving well deserved congratulations on the excellent essay which she read on "Immigration" at the Walpole High School graduation exercises.

Mr. Kilham has moved his family from East Walpole to Ocean View, Virginia, for the summer. They will make their permanent home near Norfolk. In last month's *Review*, we reported Mr. Kilham as "Field Manager for the Art Craft Division" in the South. This was an error, Mr. Kilham is Field Manager for the Building & Roofing Division.

Our best wishes go with Emily Evans, who sailed July 5th for South America, where she is to be married at Buenos Aires to William E. Mahoney. Before she left, Miss Evans was the guest of honor at several parties at which were presented gifts to express the good wishes of her friends. The Statistical and Payroll Departments were hosts at a dinner at the Walpole Inn at which she was presented with a purse of gold, and some of her office friends gave her a pearl necklace. Mr. Mahoney is remembered well here as he spent sometime with us as engineer on the changes made in the boiler room.

FOR SALE

Green Regenerative Radio Set, Complete with Phones, Tube and Batteries, $18.50.

R. E. Nutter.

Everybody out for a good time, Nantasket Beach

The Big Day — July 19th

BASEBALL

So far our baseball team has found difficulty in striking its stride, but they are not downhearted and promise to reverse the present standing before the end of the first half, July 11th.

1924 BASEBALL TEAM

Front row, l to r: Harold Higgins, Wallace Duncan, Fred Duncan, Walter Murphy, Clarence Mattson. Back row, l to r: John Burke, Ralph Wilkins, John Hayes, David Bowles.

In brief, here are the games to date:

June 3rd, Lewis Manufacturing Co. defeated us, 10 to 4.

June 13th, we scored a win against Hollingsworth & Vose, 3 to 2.

June 16th, Lewis Mfg. Co., repeated their win, 7 to 2.

June 24th, Hollingsworth & Vose almost whitewashed us, 7 to 1.

Standing

	W.	L.	M
Lewis Mfg. Co.	3	0	1.000
H. & V.	1	2	.334
Bird & Son, inc.	1	3	.250

Plans are now being made whereby the Walpole Industrial Twilight League is to consolidate with the Norwood Industrial Twilight League, if the Norwood folk can get three teams together by July 11th.

TENNIS

All the tennis courts are now ready for play: three at Walcott Avenue, one at the Bird Club, and a new grass court opposite the Hermitage.

The rules have been formulated by the committee and posted at the various courts.

All racket wielders are urged to pay their dues promptly to L. E. Tarr, Treasurer, Dept. A., so that the tournament may start not later than July 15th.

Balls and rackets may be obtained at the Labor Bureau.

Rules

1. Membership. Open to everybody working for Bird & Son, inc., and to all residents of East Walpole. All applications for membership to be passed on by the membership committee.

2. Dues. Payable in advance as follows:
Senior membership, $2.00 per season.
Junior membership, $1.00 per season.
Note—Anyone 18 years old or under will be considered in the Junior class.

3. Use of Courts. Junior members must play on Court No. 3 and not later than 5 p. m.

Shoes with Rubber Soles and *Without Heels* must be worn on the courts at all times.

If members are waiting to play, the players using the courts must give them up at the end of the set they are playing when the new-comers arrived, except in a tournament match.

The Membership Committee holds the right to request any member to resign from the club upon his or her failure to respect these rules.

—East Walpole Tennis Club.

VETERANS' ROLL OF HONOR

We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during June, together with the names of our veterans who complete over 20 years' service this month.

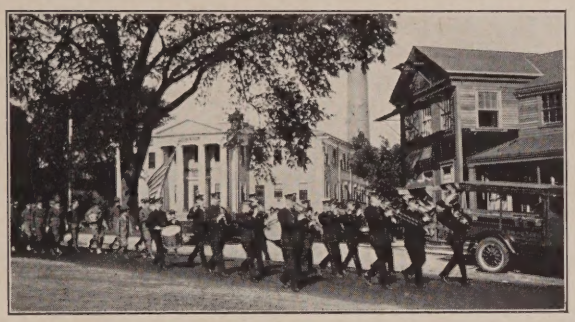
			Yrs.
James J. Geary	Paper Mill	July 9, 1883	41
Elmer H. Bartlett	Bldg. & Rfg. Sales	July 25, 1885	39
Thomas Graney	Maintenance	July 8, 1890	34
Martin King	Maintenance	July 14, 1892	32
Gus Hagman	Maintenance	July 1, 1894	30
James Hammond	Paper Mill	July 14, 1894	30
W. F. Geary	Finishing Mill	July 1, 1896	28
Eric Anderson	Maintenance	July 2, 1898	26
A. Mannimon	Building & Roofing	July 28, 1898	26
James Hadden	Maintenance	July 1, 1903	21
Fred Weiss	Shipping, Main Mill	July 23, 1909	15
Edward Kelley	Phillipsdale	July 6, 1914	10
J. W. Kelley	Floor Cvg. Sales	July 8, 1914	10
N. H. Foster	Bldg. & Rfg. Sales	July 1, 1919	5
Wm. J. Colmer	Floor Covering	July 11, 1919	5
Chas. H. Seavey	Building & Roofing	July 14, 1919	5
James F. Maguire	Floor Cov. Lab.	July 16, 1919	5
E. J. Medbury	Phillipsdale	July 19, 1919	5
James Weir	Floor Covering	July 23, 1919	5
John Weeks	Building & Roofing	July 31, 1919	5

Hamilton and Pont Rouge Plants

E. Derome	June 29, 1911	13 years
F. T. Bush	June 15, 1912	12 years
A. Ralph	June 28, 1912	12 years
Chas. Defoy	June 2, 1917	7 years
S. Laperriere	June 10, 1918	6 years
C. Delavergn	June 13, 1918	6 years
J. Dionne	June 4. 1919	5 years
J. Gauthier	June 19, 1919	5 years
C. P. Cowan	July 8, 1910	14 years
J. Picher	July 31, 1911	13 years
J. Briere	July 1, 1919	5 years
W. V. Grisdale	July 21, 1919	5 years

Get Your Tickets Early from Members of *Ticket Committee* **or from** *Your Foreman.*

Neponset Review



The Band Led Off In Fine Style

Old Timers' Club Outing a Real Success

Nantasket Beach—July 19th

Home—A Little Weary, But Very Happy

Vol. XII. AUGUST 1924 No. VIII.

PERFECT WEATHER—WELL ARRANGED PICNIC—A WONDERFUL DAY

"All aboard for Nantasket, July 19th," was the slogan and everybody was aboard, eighteen hundred and sixty of us on the trains and boat, and a couple of hundred more who went down by automobile. With the OldTimers' Club in general charge, we set off gaily to make a holiday. It was certainly Bird & Son at the Beach and what a gorgeous day it was! Not a cloud in the sky, just warm enough, and the water perfect for a bracing dip.

In gala array and without mishap, the crowd boarded the special trains which stopped at convenient points along the line, beginning with 210 at Phillipsdale. At East Walpole, headed by the band who played "Hail, Hail, the Gang's all Here," we marched around the square past the Main Office and up to the station while the movie man turned the crank that recorded us on the film for future generations. At the South Station with an escort of Boston Police, the Boy Scouts, the Band and many of our Oldest Timers headed the parade down Atlantic Avenue to Rowes Wharf. Dick Floyd was Marshal and he led the crowd, marching eight abreast in snappy military style. Everyone wore a button to identify him, and on the train each one was given a paper hat. These, with the smart looking canes carried by the men of the committees and the swagger sticks sported by the women committee members, and their badges, added to the general festive air.

Although it was not on the program, not a few enjoyed the impromptu dancing act that was staged in the cabin both going down and returning. Martin Costello, EMP, furnished the music on the harmonica and several including Pat Tracy, Martin Conley, Pat Hessian stepped out jigs and reels in notable style.

At Nantasket, we marched to the Beach where a group picture was taken and then the crowd made for the dining room. One thousand and three sat down at the first table, but it was a good-natured bunch, and those who waited for the second table found plenty left. Quite a few took a dip before dinner and several wandered over to Paragon Park to try the various devices for acquiring thrills wholesale. The kiddies and, speak it softly, not a few grown-ups, had a glorious time on the flying horses.

The sports on the beach, under the direction of Al Smith with an able corps of aides, were run off in fine style.

Louise Geary and Marjorie Cobb were fastest at gathering up peanuts in the race for girls under 14, although the contest waxed hot and close.

The baseball throwing contest proved one thing. A woman can throw straight, and there are a few of them who can heave the leather-covered sphere a healthy distance. Ernestine Suereth carried off first honors here and Bertha Broadley came second.

The 100-yard dash for young men brought out some real sprinters. Elmer Parker, of the Bird Machine, breasted the tape first, with Jack Manley, EMP, close at his heels, time 10 2/5 seconds.

The needle-threading contest for the married folk proved exciting. Mrs. Montgomery managed to thread the needle first but Mrs. Rogers proved the better runner and took first honors.

Under the auspices of the Children's Committee, there was a bottle filling race for boys under ten in which Charles Cuneo proved fastest with Bruce Farrar pressing him close. In a similar contest for girls, Gertrude Cameron came first. There was no record of the second prize.

John Jasonis and Carl Clem jogged in first in the pig-back race, with Richard Jenkins and Roy Cobb right behind them.

The Special Pulling Into Norwood Central

Bird & Son, inc. Old Timers Outing — Nantasket Beach, July 19, 1924

E. L. Boyden, Bird Machine, captured the box of cigars in the Grandfather's race and Martin King was consoled with a half a box for coming in second.

The Paper Mill Relay team came in first in the race with teams from other mills, with Bird Machine Company second. The members of the winning team were: Fred Duncan, Wallace Duncan, Harold Higgins and Jack Manley.

The tug-of-war, with teams from the various mills competing, was a real battle, but, boy, couldn't those Floor Covering (FF) fellows pull! And what a good-looking, husky lot they were! In the first heat, the FF team vanquished the Paper Mill, time, 22 seconds; and in the second heat, the Bird Machine beat the Building and Roofing, time 2 minutes. In the final heat, the FF team romped away with the silver cup, time, 8 seconds. The members of the winning team were: Charles Witofsky, Frank Stanovitch, Zen Babech, Ray Bigelow and Adolph Swanson. Get a look at these husky fellows and you will see why they pulled to a victory.

On account of the high tide and lack of time the baseball game was cancelled.

The kiddies, armed with pails and shovels thoughtfully provided by the Souvenir Committee, lost little time in getting to the beach and starting pie making or construction work, depending on sex.

The First Aid Committee, headed by Miss Leavitt, was ready to render serviec at any time of the day, but although there were a few minor casualties, the day was notably free from mishaps.

At six o'clock, weary but entirely happy, we boarded the boat for home. The position of the boat was shifted after the Refreshment Committee had put the boxes of lunch aboard, but after awhile nearly everyone was served and settled down to consume the contents of the boxes. Perhaps you noted that the good-looking boxes were made up in the Fiber Case Department and printed right here. In fine style the Phillipsdale contingent entrained on the Federal Express and the rest of us boarded our special trains for East Walpole and other points.

A great day, one worthy to be recorded in the annals of Bird & Son with other red letter days. The Old Timers' Club is to be congratulated and much credit is due the various committees who worked untiringly to make it a success.

In addition to those given on committees in the July *Review*, the following were mustered into service:

Souvenirs: Henry Morgan and Marshall Lee.

Parade and General Oversight: S. B. Montgomery, H. G. Johnson, H. A. Dresser, G. B. Sodergren and D. A. Chase.

High Lights of the Outing

Ring up another high score for the Old Timers who sponsored the affair. Some of the "Old Guard"—Jack Smith, Carl Schaier, Professor Smith, Martin King, Jack Linnihan, Jim Geary, Mike Smith, Elmer Bartlett, Maurice Ahearn and a score of others proudly led the way up Atlantic Avenue to the boat.

One of our foremen went last Tuesday to hunt up one of his new men, not long in the United States, who had not appeared since the picnic." Where have you been?" queries the foreman. "Shure, I wint to Nantasket Saturday, and I missed the boat."

Remarks of a cynical member of the Refreshment Committee, as he gazes after a volunteer in passing out lunch boxes who departed after doling out four, "Maybe he made a good captain in the army, but he makes an awfully poor mess sergeant on this boat."

John Pennington, the dean of the Floor Covering workers, summed up the outing very concisely as "a very nice, social occasion, with no 'eyebrows' present."

Solomon in all his glory was never arrayed as was Jim Stowell when, clad in all the splendor of his white knickers, he burst upon the view of the startled populace.

The bitter regret and chagrin of Sodergren and Alcott was boundless when they found themselves on the wrong merry-

The FF Tug of War Team

M. J. Hawkins

Chairman of the Transportation Committee.

Probably no individual committee has been the recipient of so much praise as the Transportation, which did such an excellent job in getting the crowd down to Nantasket and back.

E. L. Connolley

of the Finance Committee

And to think that this is the man to whom we trusted our money! We hope Axel Anderson had taken it away from him before he got to the beach.

go-round and were forced to pay for the ride.

It was a cause of great scandal for the younger members of the organization to see the staid and venerable "Monty" viewing, with every symptom of keen enjoyment, the pictures in the penny arcade.

It was every man for himself and no quarter given when the rush upon the Nantasket Hotel began.

Honest John Dolan and Andrews of the Fiber Sales were much in evidence at the athletic events as clerk of course and starter. Hal Doherty, from the neighboring shade, roused himself now and again from his abstraction in other things to applaud in the English fashion, murmuring, "Well ran," or "Oh, well jumped, indeed."

Delayed by a broken suspender, O'Shea sped madly down Atlantic Avenue only to arrive at Rowe's Wharf as the gang plank was pulled aboard. "Hold, good seaman," he called to the Captain, but the ancient mariner merely looked him glassily in the eye and cried, "Cast off, my merry men," and Arthur was left standing on the dock snapping his fingers in vexation.

The genial Mr. Miller was much perturbed in spirit as a result of his inability to persuade anybody to accompany him on a journey through the "Old Red Mill."

A Word of Appreciation

The splendid performance of the New Haven Road in the handling of our outing extras July 19 is worthy of more than ordinary mention.

It is seldom that 1800 people have been transported on special trains between regular train schedules on a busy Saturday forenoon and evening with such a remarkable record of safety and promptness.

The high mark of efficiency attained by the New Haven's freight operations is familiar to us and we rather expected that the passenger service would compare favorably. We were entirely satisfied with the results.

Let us congratulate the Traffic and Operating Departments of the New Haven and to Gen. Supt. Fitzmaurice we extend our thanks for his personal attention. He was in East Walpole early in the morning observing the movement of the trains and he also watched over the return trip.

The Nantasket Steamboat Company is deserving of our praise for their services and courtesy and General Manager Griffin has been told how we feel.

M. J. H.

Taken by W. E. Harper, ERE.

Suggestions

Thirty-five new suggestions were received by the Committee in June, but they are ready and anxious to handle a good many more. In these days of keen competition, the man or the concern who can produce the most and the best goods at the least cost is the man or the concern that forges ahead. Every new idea, no matter how small it may seem, that helps improve the product, helps us do our work more easily, eliminate waste or saves time, moves us forward: Keep your eyes open and your brain busy and enjoy the pride of the fellow whose new idea is put into operation. "It's a grand and glorious feeling" to get that envelope with a five dollar check in it and note of appreciation from the Suggestion Committee.

At the meeting held on July 2, the following suggestions were accepted:

Idle roller behind machine winder
Clyde Bennett, FFR

Fusible link on windows
Charles A. Flower, FFM

Screw driver attachment for electric drill
James Garner, FFB

Rods to hold batteries in Place
James W. Houlihan, DMT

Strainer in felt washer J. Howard, DPL

Spring for switch box doors
Samuel Hunter, FXF

Drive and clutch on drive shaft
John McAleese, FBX

American screw boxes
David H. Regan Sr., EMM

Alteration to cover of platform scale
John H. White, FBM

Now that the first six months of 1924 have passed, it might be interesting to report the standing of the various suggestors. Following is a list of the men who have had more than one suggestion accepted:

Charles A. Flower, FFM, 3; Allen Fraser, ERB, 2; W. J. Livingston, DP, 3; Allen Long, DP, 2; James Loughman, FBP, 2; Arthur Maguire, DFW, 2; John McAleese, FBX, 2; W. G. Rouillard, SMR, 2; D. H. Regan, Sr., EMM, 2; Patsy Sansone, FFD, 2; Alex Urbanow, FFN, 2; John H. White, FBM, 2.

By this, you can see that the contest is still open to anyone who cares to try, for none of these men have any very great advantage over anyone else, except, of course, that they have made a better start. We hope someone will forge ahead soon, and make the contest a real one.

"It isn't what's in the modern chain grocery store that makes it serve so cheaply; it's what's left out in expensive service and unprofitable merchandise.

"It isn't altogether the work that an executive does that makes him successful; it's the work he doesn't do—the non-essential tasks that he eliminates from his day, leaving his mind free for the important planning and thinking.

"Study to eliminate the unessential in *your* daily work and life. You'll be more effective if you do, and it is effectiveness, not work, that we are all paid for in business these days."

Phillipsdale Captures Safety Banner

Shares Honor with EM & ER in Contest

Standing for June

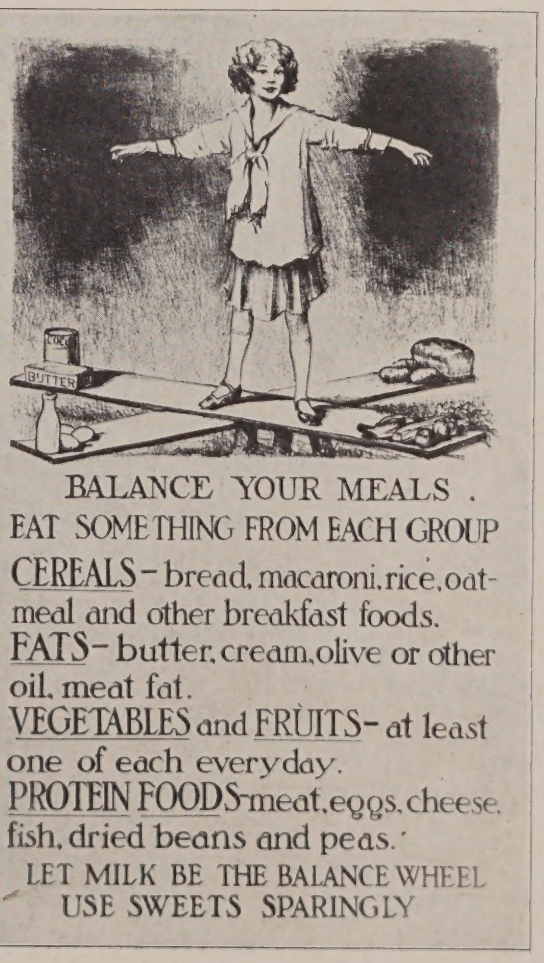
Dept.	No. of Emp.	Accidents	Days Lost	Standing
DP	199	0	0	1.000
EM & ER	157	0	0	1.000
FX1 & 2	231	1	1	.985
DM, DV, DF	237	1	6	.973
FF	301	4	31	.898
FB	246	5	25	.879

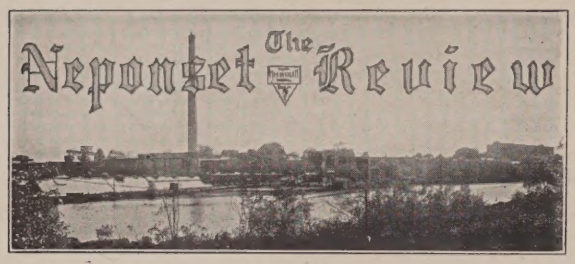
Phillipsdale has proved a most formidable contender in the safety contest. They entered the race only last month, and this month the banner makes a trip to Rhode Island.

The Main Mill continues to have an excellent record but just fails to show a clean slate.

The Box Shops, too, had a very good record—one accident with just one day lost.

Both of the Norwood plants had a bad month—nine accidents and forty-six days lost. All of these, however, were due to thoughtlessness and might easily have been prevented. It's everybody's job to see that these accidents do not happen.


BUTTER
BALANCE YOUR MEALS .
EAT SOMETHING FROM EACH GROUP
CEREALS - bread, macaroni, rice, oatmeal and other breakfast foods.
FATS - butter, cream, olive or other oil, meat fat.
VEGETABLES and FRUITS - at least one of each everyday.
PROTEIN FOODS - meat, eggs, cheese, fish, dried beans and peas.
LET MILK BE THE BALANCE WHEEL
USE SWEETS SPARINGLY



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Phillipsdale, T. G. Henderson
Chicago, W. W. Wilson
Health, M. R. Leavitt
Building and Roofing, E. L. Chamberlain

The *Neponset Review* will gladly publish communications, suggestions, photographs, or articles of interest to its readers.

Address all correspondence to the Editor, *Neponset Review*, East Walpole, Mass.

Who ne'er has suffered, he has lived but half;
Who never failed, he never strove or sought;
Who never wept is stranger to a laugh
And he who never doubted never thought.

Rev. J. B. Goode.

Presidential Year

This year the voters elect a President and Vice-President. This is one of the most important duties a voter is called upon to perform and it is a privilege accorded in but few of the more important countries.

Are you reading the brief histories and biogarphies of the men who were President of this country and those who were members of their cabinets?

The lives of the men who have held the highest positions in the United States are an inspiration to us all. They teach us that opportunity is constantly present; that the boy, born of humble parents, often rises to the highest place in the gift of the people. These biographies are interesting, as they show us that "pull" and "influence" cut but little figure in the long run. Character, intelligence and honesty were the main points, and to them was due the success attained by these men.

The same are necessary today as in the times gone by. There are even greater chances existing today than ever before. All cannot be President or even members of a cabinet, but there are thousands of places open to the man, and now the woman, who is industrious, honest and aspiring. The opportunities are here. Take advantage of them.

Beaten by Wrong Thinking

Many years ago Pat Sullivan of Fall River was the fastest mile runner in America. There was only one man that he feared and that was Tom Moffett of Toronto.

A young fellow by the name of Patrick McCarthy of New York, an amateur runner without any reputation, decided to play a joke on Sullivan; so he went to the polo grounds at Newport, R. I., and announced that he was Tom Moffett and had come down from Toronto especially to get Sullivan's scalp, and take it back to the Dominion.

The fair announcement for some reason put some fear into Sullivan's heart, but it was not until McCarthy started to run a mile with the initial speed of a man about to go no more than 220 yards, that he really gave up hope.

So sure was he that Moffett was in a class by himself, that he lagged behind, and plain Patrick McCarthy defeated him.

How often in life do we make the mistake of thinking that we are up against Tom Moffett, when the real truth is, our problem is only a Patrick McCarthy!

There isn't anywhere in the world a greater wrecker of success than wrong thinking.

Suggestions

Our suggestion plan which has been in operation in our organization for over twelve years has been of much benefit to all of us. The hundreds, yes thousands, of good suggestions which have been made by men and women naturally have their effect on promotion, for they reflect constructive thought, ingenuity and interest on the part of the suggester. Not only have the suggesters profited by their monetary awards, but all have shared in the improvements made possible by their suggestions.

Any idea that prevents waste of material, labor or power, that reduces costs or increases production, will make it possible to better our product, the more business we will receive—consequently the more work we all will have.

Every suggestion is promptly acknowledged, impartially investigated and facilities provided for a fair disposition of every suggestion in accordance with its merits.

We received a great deal of excellent material this month, both pictures and news items, but because of the small *Review*, due to the devotion of so much space to the long Outing picture, and the fact that we wished to include as much material regarding the Outing as possible, we could not use everything that came in. We will keep it on hand, however, and anything that is still timely will be used in our next issue.

Library

The caution required to preserve our health and comfort in this excessive weather, and the dependence of our capability and happiness upon a strict adherence to the laws of health reminds us at no more fitting time of the words of John Locke in his "Thoughts Concerning Education." The opening lines are: "A sound mind in a sound body is a short but full description of a happy state in this world. He that has these two has little more to wish for, and he that wants either of them will be but little the better for anything else."

Books on how to care for ourselves can do much, and we suggest two little treatises that we have in our library, Dr. Peter's "Diet and Health," and "How to Live 100 Years," by Dr. Christian. Each gives particular attention to the question of food, and advises the diet to follow under various conditions.

Happiness to many of us at this season of the year means the realization of the conditions described in the following lines of an old English song:

Oh, for a Booke, and a shadie nooke
Eyther in a door or out,
With green leaves whisp'ring overhede
Or the Street cryes all about,
Where I maie reade, all at my ease,
Both of the newe and the olde,
For a jollie goode Booke, whereon to looke,
Is better to me than Golde.

This is a recreation possible for us all and the Library can help in loaning many good books both old and new. If a novel is your choice, we have among the new ones: "Ironheart," Paine; "Alias Red Ryan," Buck; "The Squire," Richards; "Time is Whispering," Robins; "Fortune's Fool," Sabatine; "Aline Adair," Tompkins; "Call of the Canyon," Grey; "The Diamond Thieves," Stringer; "Monsieur Jonquelle," Post; "Hope of Happiness," Nicholson; "Four Stragglers," Packard.

"Three Generations," Elliot, is just as entertaining as any novel; and to lovers of the sport, "Some Fish and Some Fishing," by Griswold, is equally so.

For those who enjoy travels in distant lands, there are: "Wanderings in Northern China," Franck; "In Brightest Africa," Akeley; "Lake Superior Country, Longstrelk."

In business books: "Personal Relations in Industry," Rockefeller; "The Technique of Executive Control," Schell; "Business Letters Writer's Manual," Buck—a practical reference book containing hints that can be adopted for every day use and should aid a correspondent to make a great advance in letter writing.

Remember the contest for pictures:

$5—First Prize
$3—Second Prize
$2—Third Prize

Have snapshots in the office by September 10.

The Lesson in Calvin Jr.'s Death

A broken blister—blood poisoning—death. The whole nation was awed and grieved by the tragic death of Calvin Coolidge, Jr. Many thousands of mothers and fathers are worrying about cuts and blisters on their youngsters. Worry, in itself, is futile. But if it leads to intelligent action, it may be of use.

The lesson of the hour, then, is for everyone of us to see that every wound, even the slightest scratch, is thoroughly cleansed. A clean wound rarely becomes infected. After the wound is clean, the best disinfectant to guard against blood poisoning is iodine. Put it directly on the wound as soon as possible after it happens. Then cover with a clean bandage and the chances are you will be safe from infection.

In the plant we have our emergency hospitals, or, where the cut or scratch is slight, the foreman of each department has an iodine pen which is handy, quick and efficient. *Don't neglect the minor injuries.*

Dog Days

The hot, sultry days of August are called the "dog days" because dogs are supposed to go mad frequently on account of the heat. But mad dogs are not the only summer hazards.

Heat is blamed for everything during the summer, including laziness, decreased production and increased accidents.

Eat plenty of fresh vegetables and fruits. Drink plenty of cool water but avoid large quantities of ice cold water when you are overheated.

Don't worry if you sweat freely. Perspiration to the human body is like the safety valve to the steam boiler. Without it there would be serious danger of being overcome by the heat.

Avoid crowds and ill-ventilated public buildings and keep outdoors as much as possible.

One of the surest ways to feel the heat is to keep looking at the thermometer.

Ralph Nutter's baby, who was dangerously ill for a short time, died Friday morning, July 25th.

We extend our sincere sympathy to William Koch of the Fibre Case Department, whose mother died suddenly while on her way to a band concert in Norwood.

One of the saddest accidents of the summer occurred at Morse Hill Pond recently, when Michael, son of Joseph Campaignano, DF, was drowned. We offer our sympathy to the bereaved family.

Cards of Thanks

We wish to thank the employees of Bird & Son for the beautiful floral tributes sent at the time of our recent bereavement.

Harold R. Miller and family.

We wish to thank Bird & Son, inc., and the employees for the beautiful floral tributes and kind expressions of sympathy sent during our recent bereavement.

Thomas F. Farrell,
Raymond C. Call.

Notes from the Plants and Offices

Paper Mill

George Towle says his new daughter is "very special."

Victor Burrell has been acquiring a sunburn at Derry, N. H.

The stork visited Louis Verrochi recently. Congratulations.

John Spillane is the latest of our machine crew to acquire an automobile.

Winners in the 100-Yd. Dash

Elmer Parker, Bird Machine

Jack Manley, EMP.

We extend sincere congratulations to John Geraghty, who is soon to be married.

Jerry Rigonese was married on June 8th, and he certainly is one happy bridegroom.

Our leading pitcher, Miller Higgins has joined the Finishing Mill forces as slitter man.

Alfred Maiers says he and his family are thoroughly enjoying their new home on Washington street.

Ralph Wilkins has left us for a trip down to Maine. He hoped to see some good horse-racing at Oldtown.

Gus Hills has been busy acknowledging the congratulations of his friends since the recent advent of his baby daughter, Elizabeth Ann.

Pat Coughlin's son, Maurice, who graduated from Walpole High School with honors in June, has started on a paper-making career at DF.

Pat Egan wants to know if it would be possible to get a rebate on his dinner. The motion of the boat or something was too much for Pat.

It has been rumored that, after seeing John E. Maguire and his brood eat, the management of the Nantasket Hotel decided to go up on banquet rates.

Have you happened to notice the remarkable improvement in Bob Morse's "figger." He's been counting his calories for several months now, and the result is truly marvelous to behold.

Late one night says John Carey to Ray Kirk, who has recently become owner of a car, "I'll race you home." Ray accepts the challenge and proudly steps on it, only to be stopped, as John well knew he would be by the officer in front of the school. As Ray was busy explaining, John drives slowly by and waves to them nonchantly. Who won?

Brrrr!—Edward Ray Mattson says the water was fine but it was cold.

Box Shops

Bob Morse is taking orders for horn pouts in 20-lb. lots. Only one lot to a customer, so place your order early.

We extend congratulations to Earl Hanson, who is also on the list of proud fathers this month. He has a son, Arthur.

Jim Maguire's new daughter has been named Katherine. We congratulate him.

Tommy Morris returned to us, tanned and happy, after a two weeks' rest.

We offer our best wishes to Minnie Menkevicus who became Mrs. Michael Davis recently.

The prize sunburn acquired at the Outing, so far as we know was the one Clara Burke brought home.

Ed. Scanlon has left the Blank Pressroom to its own devices for a couple of weeks while he explores the Cape.

Al Kendall ups and remarks that he is not in favor of the shower bath in the office. He prefers to take his at home, thank you.

James Maroney is wearing his shirt unbuttoned these days—the reason being that the stork left a baby daughter at his house Monday night.

Most folks who want to get from one story of the building to the other use the elevator or the stairs. Not so Klemens Koseter. Right out of the second story window he jumps.

Larry Doane never does anything by halves. When he has a blow-out he has such a thorough-going one that the shoe is shot right up into the back yard of a house by the side of the road. By the way, if Larry missed any part of the Cape on his vacation, it is not noted in the Blue Book.

In spite of the warning to "Hold on to Your Hat," Mary Scanlon lost hers in the gears of the "Caterpillar" at Paragon Park, Saturday. She is wearing one of the paper ones until she has a chance to visit a millinery store. Fannie Murphy has been busy evenings this past week removing the grease from hers. We suggest elastics.

Maintenance

Jack Burhoe is touring the country with his family for a couple of weeks.

We congratulate Whitman Rouillard on his recently announced engagement. He is intending to leave us in the fall to continue his studies at Tufts.

The boys of EM Department got together Saturday morning to bid "God-speed" to Dave Regan, who has left us for sunny California. They presented him with a Waltham watch and a fitted travelling bag as evidence of the sincerity of their good wishes.

Have you seen Sam Kay riding around in his new car? Rather special.

Happy Timmins combined the 19th and had a family reunion along with the outing.

George Murphy is "pinch-hitting" for Harold McNeeley and Harold Phalen while they are vacationing.

According to the number of sore feet toward the end of the day, it can readily be seen that the cane and crutch committee slipped up somewhere.

Speaking of beach bathers Nel Bartlett has them all beat. The water was so cold Nel went in under the shower, got wet, then came out and rolled around on the beach trying to fool the public.

Richards of the Richards' Flying Horses is still looking for that short rather stout fellow in knickers who broke one of the stirrups on the harness of his bay mare.

Freddie Duncan wins the title of "The Sheik of Bird & Son." He was seen with one girl on the boat, another at the dinner table, another while in swimming and two on the boat home. Who can beat that record?

Building and Roofing

Mike Sheehan with his "shining morning face" made one big hit on the train. So radiant was he, we hardly knew him.

Tony Millus told us he was there, but of course we wouldn't know him dressed up. At which table did you sit, Tony?

One of our contributors reports that he had a good time up till 3.17 at Paragon. Friend wife got the 2.15 boat and arrived at 3.17 at the beach.

In the tug-of-war, Fred Fuller pushed when the others pulled and just for that they gave it to FF. Of course, we could have won if we had wanted to but seeing that we were told to take care of them, we let them win.

Jack White nearly had a fit watching the sports and trying to get enough to eat. If anybody went hungry, we suspect it was Jack's fault, for he ate enough for ten. Isn't it funny how much skinny people can put away?

Emerson Everett fell off the step ladder while painting his papa's brand new screen. A can of nice bright green paint landed kerplunk on Master Everett's dome, causing Mama Everett 2 hours and 29 minutes labor with kerosene and turpentine.

The whole gang had a bully good time and felt sorry for the poor guys that couldn't be with us. Even "King Tut," our Hon. Arthur Duncan, was there with his cheery smile and good word for everybody, and could, up 'till three o'clock, tell just how many gallons of paint it would take to paint the town red.

Floor Covering

Phenomenal occurrence in FFN! Allan Hill overslept one morning. It never happened before, and the probabilities are in favor of never again.

Actual Sample of Inspection English: "What is those Dandy Tools Left Laying So Long on the Floor For Why not they Go to thier Respective Plase."

FB propagates, in the July issue of the *Review*, this naive query and invitation: "Have you ever noticed how good looking a scrap pile can be? You are cordially invited to examine the one in the field."

Candidly, we have never been particularly intrigued by even the most pulchritudinous of scrap piles. While we shall probably not take advantage of the opportunity of viewing this one, the invitation is, nevertheless, most kindly.

George Woods has gone in for dairying and is experimenting with a flock of Rocky Mountain goats which he tethers in the pastures of his Westwood plantation.

Bailey sent the following note to Sutherland the other day: "Frank, there is a bird's nest in the gong alarm on the south side of FFN hangers." Birds will be birds.

We just cannot keep Frank Maguire out of this column. He is now receiving congratulations, along with Mrs. Maguire, on the coming of a little chemist to live in the family. There are such things as girl chemists, but this one is a boy.

Main Office

Bessie Hubbard has left for a two months' visit to California. She has a wonderful trip planned—to Buffalo, then through the Great Lakes to Duluth, down to Salt Lake City, to Denver, and so to Los Angeles.

Who Said a Woman Can't Throw Straight?

Ernestine Suereth and Bertha Broadley, Winners of the Baseball Throwing Contest.

Ernestine Suereth, Margaret Dalton, Mary Concannon, with a group of girls from Walpole have taken a cottage at Oak Bluffs for a few weeks.

The Purchasing and Cost Departments are thoroughly enjoying their new quarters on the top floor of FX2. The middle floor of the Main Office looks almost deserted without the Cost Accounting.

True to the tradition of the Sales Department, Walter Dolan is spending his vacation at Oak Bluffs.

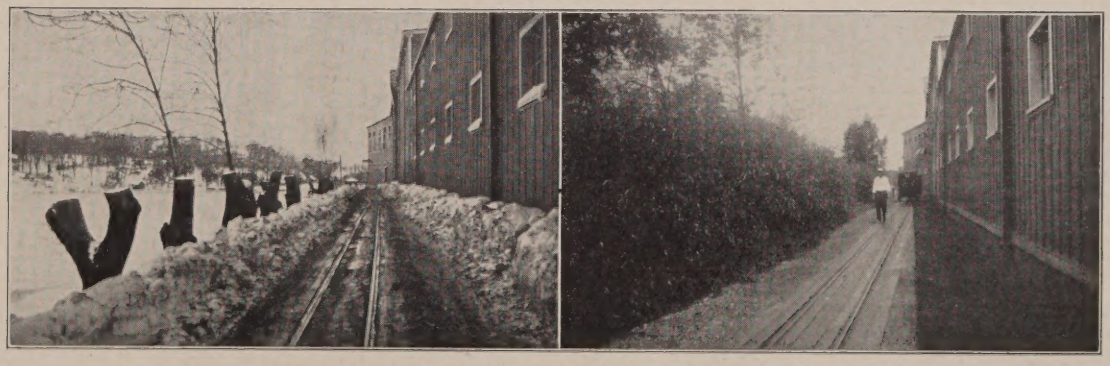
Mary Graney, Rita White and Helena White are at Hampton Beach enjoying the sea.

Mrs. Ann Kimball Newman was a welcome visitor to the office the other day. Mrs. Newman was formerly a clerk in the Building and Roofing Sales Department, but for the past few years has made her home in California.

Card of Thanks

I wish to thank my friends in the Maintenance Department and throughout the mill for their good wishes and for the beautiful gifts which they gave me at the time of my leaving.

David H. Regan, Sr.



What a Difference a Few Months Make — Trees Along the River Before and After

March, 1924 - - - July, 1924

Phillipsdale

The festivities of the outing at Nantasket Beach were graced by an unusually large delegation from the Phillipsdale plant. Although the mill did not shut down, a total of 210 pleasure-seekers, including wives, children and sweethearts were able to attend.

Walter Watson, on the committee in charge d'affaire,

Honorable Mention—Taken by Harry Tower, FXW.

made a special effort to notify all concerned that the train would leave the South Station for Phillipsdale promptly at 7.30 p. m. As a result everyone made the train but Walter. We don't want to say that he got lost, but Walter admits that that "big Boston depot" sure did get him.

Our John Nolan was caught gazing into the dizzy heights of some of the "tall buildings" along the boulevard, counting the birdies as they flitted lazily about. A high-powered machine came suddenly to a halt and a young man stepped out, confronting John with a real nasty look. "Don't you know, young man," asked the stranger, "that you must pay one dollar for every pigeon you have counted on yonder edifice? How many have you seen?" John thought for a moment and then meekly replied, "Twelve, sir." "Very well," replied the stranger, "that will cost you exactly twelve dollars, but let this be a lesson to you in the future." John calmly pulled an over-stuffed wallet from the proverbial hip-pocket, glibly handed over the twelve dollars, and went away chuckling to himself, "I beat the son-of-a-gun out of three dollars, anyway!"

Messrs. Banks and Hawley almost had a cottage hired, thinking that they might just as well stay over a week or so. On reconsidering, however, Hawley remembered that since rain storms are frequent near the seashore, and with no guarantee with his new palm beach suit, it would be safer to go home.

All participants from Phillipsdale appreciate the low rates which were obtained on round trip tickets, no more being charged from Providence than from the other plants.

The Superintendents Smile for the Camera

Chicago

Jim Bartlett is "batting" for Harry Brandau while Harry is away at Cedar Lake for the next two weeks.

Frank Smith, our former Traffic man, came in smiling today with the announcement of a 9-lb. boy's arrival at his home.

John Matcha filled in on the coating section while No. 1 was on 14-lb. Asphalt Felt last week. In this way we ran both machines.

"Montana" Williams, together with Mrs. Williams and

The Long and Short of the Chicago Mill

Joe Voltmer and H. Reynolds

their two boys, Jack and Bud, left this week for their new home in Michigan.

Ab Dobbins is to take over the Tennis Manager's job for this year. If interested, pass in your name for the singles and doubles tournaments.

With Miss Thompson on a vacation, our Stenographic Room sounds like a boiler factory the way the remaining girls are working to keep up.

Eric Gach and Paddy McCabe saw a big snake in the Still Room the other night. Can you imagine seeing a snake in a still room and of only having had coffee to drink?

Bob Thurston has "panned" out in a "new" second-hand "flivver"—panned is a good word if tin precedes it. "Bob" is planning a Paroid Top for it so he will at least be fully covered.

Several record breakers for the month on the machines besides several "non-stop" runs. Nice work, boys, it keeps costs and waste down and tends towards efficient operating. Keep it up!

A business letter—like a woman's dress—should be long enough to cover all the principal parts but short enough to be interesting. —Louie Freeman.

Hamilton

The third Superintendents' Conference was held at Hamilton, June 22nd, 23rd, and 24th.

Thos present from outside were Messrs. Chamberlain, Lines, Thurston, Wilson and Roberts. Very many important subjects were discussed, and the Conference had to be lengthened one day in order to cover all matters thoroughly.

The most important subjects discussed were the Trick Shingle, the establishing of a Research Laboratory at East Walpole and Operating Standards.

A little recreation was included in the program in a game of golf at the Glendale Golf Course, and it developed into "Some Game." It was impossible to induce Ed Lines, and Bob Thurston to crawl out of the hay at 5.00 a. m. to play. They would have liked to play, but no doubt after some of the strenuous discussions their sleep was better for them. The golf game developed into a challenge match between Chicago, East Walpole, and Hamilton, with Ben Roberts of Chicago leading the way, closely followed by Bill Wilson.

The next meeting will be held at Chicago, October 1.

JUDGES' TASK A HARD ONE IN SNAPSHOT CONTEST

First Prize—Taken by Herman Nordstrom

So many snapshots were submitted in the contest for the best pictures taken at the Outing that the judges found their task a bewildering one. They found it necessary to have two sessions, and they gave their decisions much serious thought before they announced the result. They first eliminated all pictures which were not clear nor in good focus.

They eliminated posed pictures of individuals except in a very few cases where the person's picture might be of quite unusual interest.

Pictures which showed figures much cut up were also discarded.

The final choice was based on clearness, the interest pertaining to the subject, action shown and the composition.

The judge's task was a hard one, so difficult in fact, that, in addition to naming the prize winners, they picked several for honorable mention.

The judges were J. E. Alcott, C. W. Alexander and J. B. Maguire.

Second Prize—Taken by Margaret R. Poff, K

Third Prize—Taken by David Heylin, FXC.

Honorable Mention—Taken by Herbert Schaier, AC.

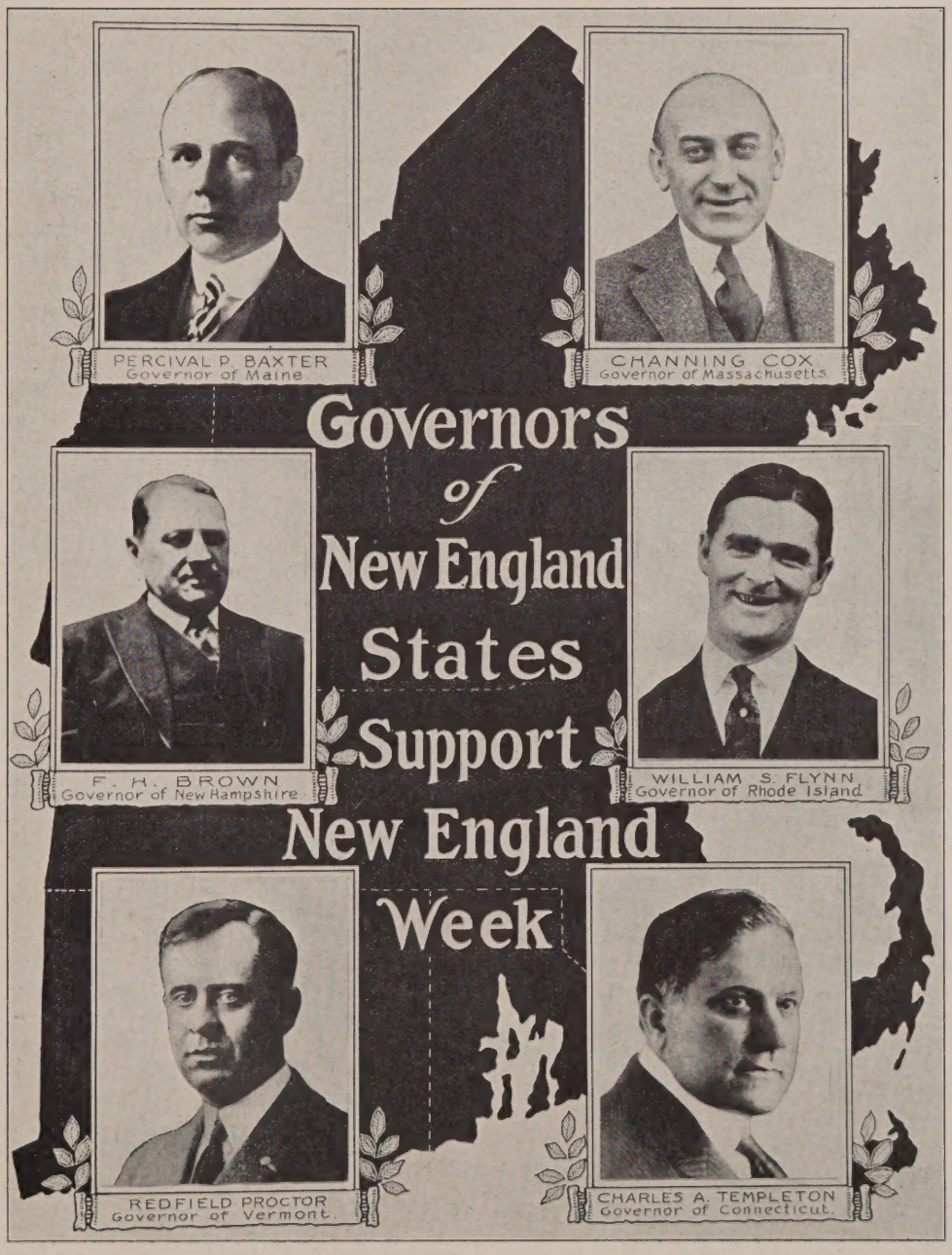
Honorable Mention—Taken by Jessie McDonald, AL.

REWARD
FOR INFORMATION LEADING TO THE ARREST AND CONVICTION OF THE PERSON WHO SAID THAT THE RIDE HOME WAS TO BE A MOONLIGHT SAIL
SOME · SHOTS AT THE PICNIC
BIRD & SON inc. ANNUAL · OUTING
NBSBC
THE ARRIVAL AT THE BEACH! —2000 STRONG
THE MOVIE-MAN WAS ON DECK ALL DAY.
HERE AND THERE ON THE BEACH WERE SOME TRICK COSTUMES.
THE 'ROSE STANDISH' TOOK QUITE A SLANT AT THE HOVEY'S BUNCH AT PEMBERTON
GRANDFATHER MARTIN-KING TOOK OFF HIS SHOES, STOCKINGS, COLLAR AND ETC. TO RUN.
IF MONTY DOESN'T KNOW WHAT THIS IS— HE WILL!
THE LUNCHES ON THE BOAT WERE FINE— Including THE CHOCOLATE BANANAS.
BEN SODERGREN AND HIS GANG GOT ON THE WRONG FLYING HORSES AND HAD TO PAY!
SAM KAY WAS THE ONLY MAN WHO MISSED THE BOAT
FIVE REASONS WHY "FF" WON THE TUG-O-WAR
JACK ALCOTT

Neponset Review

BIRD NEPONSET PRODUCTS

NEW ENGLAND WEEK NUMBER



Vol. XII. SEPTEMBER 1924 No. IX.

NEW ENGLAND WEEK

Proclamation

"New England Week will be held all over New England from the 15th to the 20th of the coming September.

The object will be to display the products on which the prosperity of New England depends, to illustrate to New England's own people the beauty and utility of the product of the industries of New England, and to demonstrate to the world beyond our borders how vast and various are the activities that have earned for New England her fame.

New England products will be featured in our retail and wholesale houses, in our salesrooms, in all the usual channels of trade. The uses and qualities of our merchandise will be demonstrated, our factories will be visited, our processes will be explained, information will be furnished. Details will be available in the near future."

The governors of all six of the New England States have signed an open letter pledging their official support toward making New England Week, which is to be celebrated from September 15th to September 20th, an unqualified success.

Their open letter is as follows:—

"The Governors of the New England States are deeply interested in the All New England Week which has been called into being by the leading New England trade organizations for the purpose of quickening trade, improving quality, stimulating interest in work, and creating an increased interest in New England by New England people.

"We believe it is sound economically that we should increase the use of our own products while recommending them to others, and that the purchasing power of New England should to a greater extent be mobilized in the support of New England industries, which in the final analysis must be the basis of New England wealth and prosperity.

"You may count on our cooperation in every way, and we urge all the citizens of our respective states to cooperate in both spirit and deed."

(Signed by all six governors.)

What New England Week Is

New England Week is precisely what the proclamation states, a week set apart for "the display of the products on which the prosperity of New England depends, to illustrate to New England's own people the beauty and utility of the products of the industries of New England, and to demonstrate to the world beyond our borders how vast and various are the activities that have earned for New England her fame."

During that week the people of New England are to see with their own eyes the marvelous variety of New England's products and the enormous magnitude of New England's output. During that week the merchants and manufacturers of New England are to display everywhere the commodities that lie at the foundation of the prosperity of New England, from apples and bronzes right through the alphabet to marbles and on to watches and yarns and zephyrs. The primary purpose is to sell New England to New Englanders. The secondary purpose is to sell New England anew to the peoples beyond her borders. First—to reveal New England to herself. Second—to reveal New England to others. To convince her own people that what New England has done in the past New England can do in the future. To prove to New England buyers that it is folly to go outside New England to buy the very goods that New England herself produces or other goods really inferior to New England's own products.

The sole aim is the ultimate and permanent advantage of all New England.

Twenty-seven New England organizations, such as the Massachusetts Chamber of Commerce, Eastern States Farmers' Exchange, Massachusetts Federation of Boston and the Federal Reserve Bank of Boston, are co-operating in making New England Week (September 15–20) a big success. Time, service, paper, offices, news columns and street car advertising are all contributed by organizations and groups for the benefit of the general New England situation. Interest in, and a love for New England, are our stimulants; they are the spirit which draws labor, capital and management into this movement. The words "can't" and "knock" have been eliminated and "can" and "boost" have been substituted.

"To know New England products is to want New England products."

This is the slogan which has been adopted for the entire six states.

During New England Week, if not before, is a good time to take stock of the many things we buy and use. Practically every thing we need is grown, or manufactured, right here in New England.

Let us consider some of her products. Nowhere is the quality of our Massachusetts or

other New England State textile products surpassed—either woolens or cotton. Nowhere in the world are better shoes made than right here in New England. Our rubber footwear and other rubber specialties, our watches and clocks, our jewelry, are standards of the country.

Connecticut, with her metal specialties of brass and bronze, her firearms and ammunition and her cutlery, produces goods that uphold the highest of New England standards.

Rhode Island produces goods, from textiles to tennis racquets and clothes wringers, that are unequalled by any, except, perhaps, those from one of her sister New England States.

Where, please, can we get better clams, or buy better potatoes, than from the Pine Tree State? Where will you discover any better lobsters than in Maine?

We could fill a column praising the superiority of New Hampshire and Vermont products alone. We will only mention their farm products—the milk, butter, maple sugar and yes—where are any better turkeys to be found than those that hail from Vermont?

The products of New England fisheries, her bakeries, her factories, her schools—all these, and others, hold their own, and a little more, in any company of goods made in the country today. And so we could go on and enumerate a long, long list of New England products, unsurpassed for quality, for workmanship, for appearance and for true value, but our space is limited, but not too limited to mention New England paper, nor by any means our New England President.

Why a New England Week

The object of New England Week is not only to bring to the attention of other people in these United States the fact that New England is very much on the map, but there is a lesson to be learned by New Englanders themselves in this demonstration. Not only must we impress outsiders with the intrinsic values to be found in New England, but we must renew our own appreciation of them as well.

The following facts should be absorbed by every New Englander: New England is suffering from a severe industrial depression.

The *causes* for this condition may be attributed in a great measure to New Englanders themselves. Our attitude toward our industries has not always been constructive—we have lacked pride in and appreciation for our own products and in this way have allowed outside competition to creep in and replace the work of our minds and hands.

The *results* are seen in a falling off of demand for what New England can produce; they are seen in the movement of shoe orders to the West, they are seen in the movement of the textile industry to the South and they are seen in the almost utter lack of New England participation in the great automobile industry of today.

The *remedy* for the most part rests in the hands of the dwellers themselves in New England. We must renew and revive our pride in the quality of our products, we must see that they are featured at home and, finally, we must insist on being sold New England products, at least for the week of September 15—New England Week.

Why It Affects You

As you well know, Bird & Son's large plants located here in New England depend largely on the New England market. The sale of our roofings to cover the homes, and of our floor coverings and rugs, depend largely on the prosperity of the workers in the textile plants, shoe shops, the farmers and many other enterprises in New England. The sale of our special papers, boxes and fibre shipping cases depends upon the prosperity and continuous operation of the many factories and establishments we supply; in other words, by buying New England products you not only help the textile worker, the tanner, the shoemaker and the farmer, but you help yourself by making it possible for them to buy more of the products that you help to manufacture.

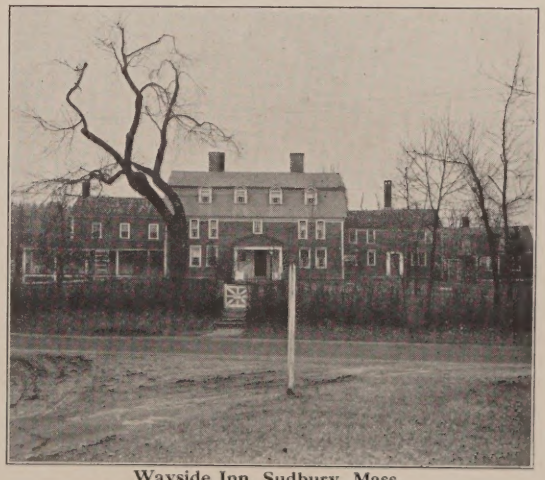
How You Can Help

Think New England! Talk New England! Live New England! Help sell New England to New Englanders! (Be a committee of one.)

Boast about what a splendid climate we have, what charms of tradition, what opportunities of recreation by the shore, by the lakes, or at the mountains! Boast that the best of all things made in the United States are made here—the best shoes, cloths, blankets, stockings, paper, roofings, floor coverings, boxes, crackers,

You can justly be proud of all New England industries and you can help their growth and success by

Thinking New England!
Talking New England!
Living New England!
And Selling the Neponset Line to
New Englanders!



Wayside Inn, Sudbury, Mass.
Covered with Neponset Twin Shingles

To the Building and Roofing Salesmen

New England is the home of high class workmanship. It is the home of your dealers. It is the home of your dealers' customers. Directly and indirectly, every dealer benefits by the money that Bird & Son makes and spends and that the employees of Bird & Son make and spend.

Directly and indirectly, the money that streams from Bird & Son buys lumber, building materials and furnishings for New England houses. It pays the rent to owners who buy from your dealers the lumber of which the houses are built. Our payroll is distributed in New England. It is put into savings banks. It is spent among retail dealers (and don't let your dealers forget for one moment the fact that the taxes we pay, the payroll we distribute, the money we spend and the materials Bird & Son buy benefit lumber and hardware and building supply dealers).

New England Made Boxes for New England Industry

From 20 to 25 carloads of Solid Fibre Shipping Cases, 300,000 Shoe Cartons, and over 1,500,000 Tack and Screw Boxes—this is a rough picture of our Box Division business per week through the year.

Located in the heart of New England we offer preferred service and a high quality containers for New England products.

A New England product packed in a New England made box carries distinction.

Floor Coverings

New England constitutes one of the largest markets for our floor covering products. We believe that NEPONSET Rugs, Floor Covering, and Rug Border are articles of which a New Englander may be justly proud.

The nature of the floor covering industry permits us to undertake a national distribution of our products. It is our desire through this nation-wide distribution to increase the reputation of New England for quality products.

Home of Miss Alice Parker, Lowell, Mass.
Covered with Neponset Twin Shingles

From Our Friends

Echoes of the Outing

Neponset Review:

The combined Bird & Son Outing at Nantasket, headed up by the Old Timers, I felt, when the day was over, was a grand success.

Nearly four weeks have elapsed, during which time I have had one ear to the ground, so to speak, listening for comments that might perhaps help next time. From a number of employees I have learned that the consensus of opinion was that it was one of the best times that we have ever had. From some outside of the organization we received some very fine compliments.

Our line of march from the South Station to Rowe's Wharf was unbroken and complete. Some of our friends along the line, with whom we do business, crowded their windows and saluted us as we passed. Here are extracts from some complimentary letters received:

"A number of our employees watched them march from South Station to the boat and were very much surprised at the large number employed. The showing that they made was very impressive and was noticed by everyone who happened to see them pass by."

Frank T. Jason,
Pettingell-Andrews Company.

"Your Outing Parade, which passed our place of business on Atlantic Avenue, surprised us by the large number of your employees. We must confess that, up to that time, we had no idea of the vastness of your organization. While we knew that you were one of Massachusetts' most worthy industries, we did not know that you had the organization which numbered as this demonstration proved to us. We could not resist the temptation of writing you and commending you for the wonderful progress Bird & Son Company have made in industry, also the grand spirit of cooperation that seemed to be manifested amongst your employees, which was very pronounced on that day. We wish to congratulate the management."

Charles A. Gorman, Manager,
The Ault & Wiborg Company.

"Just a line in regard to the parade of your employees which passed our office on the way to their recent Outing. It certainly was a revelation to us. While we realized that you had enjoyed splendid prosperity and growth in recent years, we had no real conception of the magnitude of your business. The showing that they made was the subject of much favorable comment in our office."

H. D. Chase, Manager,
E. & F. King & Co.

"Just a few lines to let you know what a pleasure it was to note the enormous turnout of Bird & Son associates on the occasion of their outing on July 19th, during their parade from South Station toward Rowe's Wharf. It was difficult to realize the magnitude of your organization until the writer saw them marching down the street. It was very interesting to watch the apparent 'right of way' accorded them in Boston."

C. O. Bolinder,
Oscar Smith & Sons Co.

As General Chairman, I want to extend, through the columns of the Neponset Review, my appreciation of the efforts of all committees and members of the Outing. Everyone did his part.

G. R. Wyman.
President, Old Timer's Association.

Suggestions

One single Idea may have greater weight than the labor of all the men, animals and engines for a century.

Emerson.

For fifteen years the piano on the stage at Ford Hall stood at the extreme right of the platform, so that the pianist and soloists were obliged to pass in front of presiding officers and speakers.

Then it occurred to someone one day to move the piano to the left of the stage, and an awkward inconvenience that had annoyed thousands of persons for fifteen years was done away with in a few minutes!

It is like that in business sometimes, until an idea occurs to someone. Do you make it a practise to look for ideas?

Phillipsdale is out to win one of the grand prizes for 1924. We like the way they are coming in—we had 14 suggestions from Phillipsdale this month, which was more than we received from any other plant. The Building & Roofing plant was a close second, however, with 12. There were 8 from FF, 3 from DF, 2 from DM, 1 from the Main Office and none from EM, ER, FX 1 or FX 2.

There were forty suggestions in all, seven of which were accepted, 3 held for further investigation, and 30 could not be accepted. Following is a list of the accepted suggestions:

Fish oil for grinding No. 686 red
A. R. Jenkins, FFS

Removal of magazines in hangers
Sydney Taylor, FFN

Stop button at clutch John McAleese, FBX

Change in watchman's winding stations
E. J. Medbury, DPW

New doorway in machine shop
William Shaw, DPSM

Jitney telephone in brigade room
Herman Nordstrom, DMP

Cement form to keep belt and pulley dry
Herman Nordstrom, DMP

It was in traffic court. The officer told his story briefly, stepped down and the defendant stepped up. The judge took her in hand.

"The officer says you were going 40 miles an hour."

"Very well, your honor."

The judge, visibly nonplused by this, looked her over keenly.

"H'u'm. You are the first motorist I ever saw who did not seem angry with the officer."

"Well, it's the first compliment ever paid my old bus."

"It isn't what's in a Ford car that permits of its selling for so few dollars; it's what is *not* in it.

"If you can't remove an obstacle, Plough Around It."
—Abraham Lincoln.

Safety

July Record—No Division Has Clean Slate

Dept.	No. of Emp.	Accidents	Days Lost	Standing
FX 1 & 2	244	1	12	.959
DP	203	1	10	.956
FF	297	2	15	.950
DM, DF, DV	234	2	11	.947
FB	247	3	10	.940
EM, ER	159	1	15	.926

The Box Shop won the banner for the month.

The standing of all divisions is very close, closer, in fact, than ever before.

While we had a total of ten accidents for the month, none were serious and most could have been prevented.

Two accidents occurred, one by stepping on nail, another by a wire puncturing foot.

Two men jammed their fingers while loading cars, while two more injured their feet by things dropping on them.

Work Safely.
Safety Committee.

Don't Turn Your Back on Danger

Standing within range of the business end of the mule and gazing elsewhere is tempting fate. Some mules are outlaws or man killers, but most of them will only pull rough stuff when they think they can get away with it. They will behave when they know who's boss and the boss's eye is on them.

The ostrich's way of avoiding danger is to bury his head in the sand. As a result, his tail feathers find their way to a millinery shop. Not unlike the ostrich in his habits is the person who walks across the street with his head buried in a newspaper or an umbrella.

Few accidents happen when we are wide awake and facing danger. The trouble begins when we turn our back on it, forget about it or let our thoughts wander elsewhere.

Sunshine and Fresh Air

What a difference it makes to get up in the morning and find the sun smiling on us! The whole world seems somehow happier and more alive on a warm sunshiny day and we go about

our work with a light heart and a ready smile.

Of the many things making for good health, sunshine and fresh air are very important.

You cannot expect to shut your blinds and draw the shades, keeping the sunshine out of your house, unless you are willing to take the consequences of breathing in dust-laden air filled with germs.

There are many persons who live in one or two rooms of their home and lock up the rest of the house. The old-fashioned parlor was never used except for weddings and funerals.

Other people sleep with the windows closed or at least only partly open.

If you want to enjoy good health you must have fresh air. I do not mean just in the day time, either. Fresh air, day and night, is important.

The baby should be put in the fresh air to sleep. A sleeping porch properly screened is the ideal place for the baby. Since the majority of us are not blessed with a sleeping porch we must get fresh air by opening the windows top and bottom, thus providing for a free circulation of air.

If you work in an office during the day, do your part to keep the office ventilated by opening all the windows for a few moments, changing the air in the whole room.

Walk to work if possible, enjoying the sunshine and fresh air. As you walk along take good deep breaths, filling the lungs and then breathing out all the impure air.

Contagious and infectious diseases, blood diseases and all the little ills of life soon start to mend when fresh air and sunshine are allowed to get to the sufferer.

Science has found that sunshine is the greatest enemy of disease.

Make the most of the sunshiny days and the few dark, gloomy days will pass by almost unnoticed. Let the sunshine into your heart and you will enjoy better health for so doing.

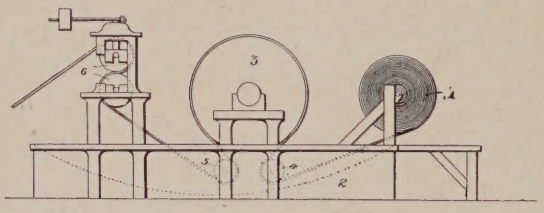
Early Saturating Machine

How many of our readers know that we are pioneers in the roofing business, and that we are pioneers in the manufacture of waterproof papers and fabrics? I am sure that some of the Old Timers have forgotten, it was so many years ago, that Mr. Bird invented and had built the most successful saturating machine of the day.

This machine was run in an experimental way in the nineties and was one of our principal machines from 1900 on.

The felt was carried from a stand into a saturating pan filled with asphaltum. It was carried under an idler over a heater drum or cylinder and back into the liquid again. A set of squeeze rolls took off the surplus and our roofing was ready to be rolled, finished and put on the market. This apparatus was considered by the Patent Office a new invention and Mr. Bird was granted a patent on December 31, 1901.

This was not our first waterproofing machine, but was the first on which Mr. Bird obtained a patent. I maintain that Mr. Bird was the pioneer manufacturer to discover that a heated drum, in connection with the saturating pan, furnished



the means to saturate more thoroughly and at a higher rate of speed than could have been done in any other way than having an excessively large saturating pan.

The value of Mr. Bird's invention to the industry is shown by the fact that this plan has been largely copied.

G. R. W.

The universe pays the man in his own coin: if you smile, it smiles upon you in return; if you sing, you will be invited into gay company; if you think, you will be entertained by thinkers, and if you love the world and earnestly seek the good that is therein, it will pour into your lap the treasures of the earth.

There are no traffic restrictions against high speed in making production records.

The Other Man's Experience

Will often save us a lot of expensive experiments.
Is what we get out of a trade paper.
Added to our own, means progress.
Often sounds much better when he tells it.
Is worth nothing to the man who knew it all to begin with.
Never helps the man who is satisfied with second-rate results.
Is worth most when it teaches us to study more.

Be Prepared

One of our boys needed some money the other day. He had a way of raising it that is the one right way, with no comebacks.

He didn't go from friend to friend meekly asking for loans,

But he raised the money!

He didn't put himself in the clutches of a loan shark and borrow it where he could practically never pay up,

But he raised the money!

Neither did he have to borrow, even through so safe and approved a channel as the Neponset Credit Union,

But he raised the money!

As so many misguided youths who reck not the consequences are doing these times, he did not go out and stick somebody up for it,

But he raised the money!

Neither did he criminally gamble for it,

But he raised the money!

To begin with, he is the right sort, bright, industrious, cheerful and sober. To look into his clear eyes is to know that he has in him the makings of a man who will shape his own affairs and not let untoward circumstances lure him into disaster. Most "smart Alecks" have money, but they have it at someone else's expense and it does them more harm than good. This chap is no "smart Aleck,"

But he raised the money!

His method may seem slow and matter-of-fact and old fashioned (it is sane and sound and has stood the test of a very great deal of human experience),

But it raised the money!

He does not earn big wages, but he knows that it isn't always what one gets that counts so much as how one uses what one gets; so he lives within his means and every week he saves something. He will not let himself be continually haunted by the few dollars that, although they are his, he cannot blow *ad lib.* He tucks it away and lets it sleep and plugs along at the job. Then some fine day, when opportunity knocks or he wants to make some worth-while purchase or take a real vacation,

He can raise the money!

You can do likewise. The Neponset Credit Union does the business. Every blooming one of us may join. There is no time to start like today. See your foreman or Mr. Smith, at the Labor Bureau.

H. E. R.

It is just as my friend, Will Levington Comfort says, "If you want to manage wild animals, you will have to learn how to control the wild animal in yourself first of all." I was thinking about this the other day when I saw an executive lose his temper when talking with a subordinate.

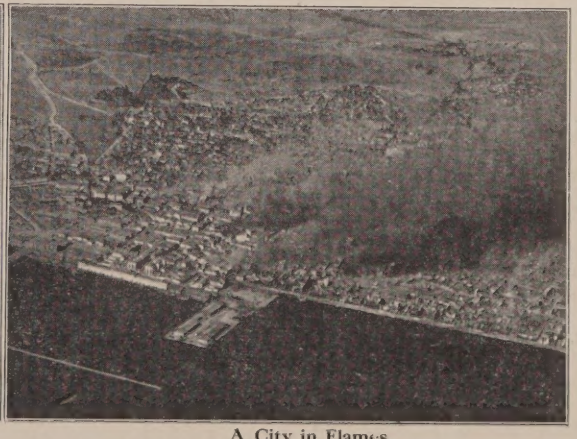
Echoes from the War

We are indebted to A. Mitchell for this particularly interesting account of one of the events of the late war. The photographs which were taken from a British aeroplane have never before been published. Salonica is a city on the Aegean Sea in what was formerly Turkey in Europe.

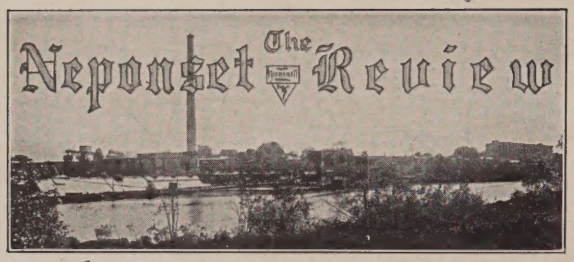
"At certain seasons of the year in the Balkans, they get what is called Vardar winds. This is a very high wind which blows continuously for three days and the Salonica fire was started by enemy spies, in various parts of the city simultaneously, after the Vardar had started to blow on August 19, 1917.

"Over one-half of the houses and stores were built of wood and the fire spread with astonishing rapidity. It burned for three days and nights until the Vardar dropped. A great many lives were lost and the whole heart of the city, the business section, was razed to the ground. That part of the city was saved was due to the strenuous efforts of the Allied Troops and British and French Navies."

Part of Burned Area
Salonica, August 22nd, 1917



A City in Flames
Note all shipping cleared from harbor



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Health, M. R. Leavitt
Building and Roofing, E. L. Chamberlain

The *Neponset Review* will gladly publish communications, suggestions, photographs, or articles of interest to its readers.

Address all correspondence to the Editor, *Neponset Review*, East Walpole, Mass.

Finish each day and be done with it. You have done what you could. Some blunders and absurdities no doubt crept in: forget them as soon as you can. Tomorrow is a new day: begin it well and serenely, and with too high a spirit to be cumbered with your old nonsense.

Emerson.

Register!! Vote!!

We Americans believe in majority rule. *We're not practicing it.*

Our forefathers placed in our hands a mighty weapon to make majority rule effective. *We're not using it.*

That weapon is the ballot. What are we doing with it?

In each national election since 1896 the proportion of voters has dwindled. In 1896, 80 per cent of those qualified to vote did vote; in 1900, 73 per cent; in 1908, 66 per cent; in 1912, 62 per cent; in 1920, less than 50 per cent. Four years ago 54,421,832 Americans could have voted, but only 26,786,753 did so.

Such is the descending curve of American democracy. Unscrupulous politicians get what *they* want by herding their masses of unthinking voters to the polls. Isn't it time more thinking voters were heard from?

Register! Vote! Instead of being a parlor patriot, a rocking-chair Paul Revere, let each American prove his right to citizenship.

Let's make 1924 the Year of the Big Vote.

Collier's.

Defense Day

In all communities throughout the United States there will be assemblage of citizens and parades or drills of National Guard and other military units in observation of St. Mihiel Day.

While there has been considerable criticism against the plan, on the whole it is meeting with generous support.

President Coolidge in a letter to the Secretary of the National Council for the Prevention of War writes as follows regarding the plan:

"It is a non-militaristic gesture, for the purpose of keeping down to its lowest possible point the professional military organizations of the United States. Our country has always relied chiefly for its defense upon the readiness of its patriotic manhood to take up arms when necessity presented.

"Defense Day is intended to bring to the people a reminder of their plans, to dependence upon this skeleton establishment, in case our country is attacked. There can be no doubt failure to prepare for the possibility of war, at a time when that possibility was really imminent, resulted in great hardships, unnecessary expense, and the unjustifiable prolongation of the World War.

"What is proposed for September 12th is merely in compliance with the purposes of the National Defense Law of 1920. It is not a mobilization, and the people who first attached to it the term 'Mobilization Day' and then proceeded to condemn are utterly unfair. Most of them, I am sure, have been innocent of intent to be unfair, but they have been misled.

"Profoundly hoping that the outlawing of war from this world may be accomplished, I am unable to detect any inconsistence in giving my approval to the program of Defense Day. I wish crime might be abolished, but I would not therefore abolish courts and police protection. I wish war might be made impossible, but I would not leave my country unprotected meanwhile. The defense test seems to me a means to assure the fullest efficiency to the extremely modest defense force our country maintains."

If Wise, Don't Save—

Old trash—and waste energy taking care of it.

Your grievances: usually the best way to get even is to forget.

Your bad habits: you can be sure that they will never save you.

Your grouches: they can't possibly do you any good and no one else wants them.

Your words of commendation and cheer: no one can read his tombstone when he is dead.

Your disappointments: learn the lesson they can teach you, then drop them like hot coals.

Your doubts: you can grope on in their gloom but your chances of getting anywhere are slim.

Your outgrown garments or outgrown ideas: give the former to someone they'll fit; the latter are only fit for the scrap heap.

The Shield.

Library

In consequence of alterations in our building, the Library work as well as that of other departments has been interrupted this summer. At first we were obliged to shorten the hours and later to close it to those without our organization. However, when our arrangements are completed we shall have better facilities and can give better service than before.

We have received but few additions recently, but there are always good books in our library. The extension of time on a vacation loan still holds good for those who are to enjoy a belated vacation.

"A man is himself plus the books he reads." Try Benjamin Franklin's plan. He spent a few minutes each day in reading assiduously, books by the great thinkers of the world. He added a part of some other man's brain to his own each day. It gave him power to think clearly and talk well.

The following remarks of a well-known New York journalist on reading good books is an inspiration:

"In books worth reading, which no man can exhaust in one lifetime, you will find happiness, suggestions for the use of power and wealth if you possess them, consolation in poverty, and strength under all conditions.

"To be ignorant is not to be alive, except as the animals live. And for ignorance there is no necessity, and no excuse except utter mental dullness.

"A college education is not necessary, nothing is necessary except ability to read intelligently and desire to know.

"And age makes no difference, except that the untrained mind past forty retains facts with difficulty. But love of knowledge makes up for that.

"Among the really learned men of the world the greatest have learned more after thirty than before thirty. For the THINKING that you do is the really important part of education, and sound thinking comes after thirty.

"If you have not a good education, you can get it at no cost. It is all in the books, and inspiration and happiness as well.

"Read good books."

Review Contest

Snapshots to be entered in the *Review* contest should be sent in by September 10th.

Pictures should be interesting for reproduction in the *Review*.

They should be in good focus.

Pictures of people and those showing action are usually interesting.

First prize—$5.
Second prize—$3.
Third prize—$2.

Send in your vacation snapshots.

Fire Brigades

East Walpole—The regular meeting was called at 4.43 p. m., August 4, with Roll Call at 4.50 p. m. Practice tests were to have been taken but, as a great many were on vacations, it was decided to have drill from Box No. 5. This was done, water being turned on but no time taken. All returned to Brigade Room and were checked out. There were 45 members present, and 14 absent. Meeting adjourned at 5.45 p. m.

Norwood—The Building & Roofing Plant held its monthly fire drill on Monday evening, August 4. There was a poor attendance, as many of the men had to work and the weather was very warm. Instructions were given the men. The fire pump was tested and found O. K. The meeting adjourned at 5.15 p. m.

A meeting of two companies of the Floor Covering Fire Brigade was held on Tuesday evening, August 5. The men were drilled in running out lengths of hose, coupling, turning on water and uncoupling. They made a very good showing. After Roll Call, the meeting adjourned at 5.10 p. m.

Here is a nice bit of philosophy, "The injury a man's enemies do him is so trivial compared to what he almost surely will do to himself that it is an absolutely negligible quantity and should be ignored. The corollary is also true, that the injury you can do to those you hate will probably be of so little consequence to them that it is positively not worth the time and trouble. It is also true that while one's enemies as a rule can do one very little damage, one's friends can be of the greatest assistance."

Outing Picture

We printed several extra copies of the large group picture which was inserted in the last *Review*.

The extra ones are not folded and anyone desirous of one of these pictures may have one by applying to the Labor Bureau.

Labor Bureau.

Here is one of the great secrets of success—"Don't lose your temper."

There's a lot of difference between rising to the occasion and going up in the air.

We were shocked to learn of the sudden death of Mr. John Ewing, husband of Mrs. Margaret Ewing of No. 1 Box Shop. Mr. Ewing, who was a carpenter by trade, was working on a staging which collapsed and threw him to the ground against some concrete steps. We extend our sincere sympathy to Mrs.Ewing.

Cards of Thanks

We desire to express our gratitude to Bird & Son, inc., and to all friends in the organization for the beautiful flowers and words of sympathy given at the death of our infant son.

Mr. and Mrs. Ralph E. Nutter.

We wish to thank the men in FBM and FBE for the kind expressions of sympathy and the flowers sent at the time of our recent bereavement.

Warren Manson and Family.

Notes from the Plants and Offices

Paper Mill

Bill Geary is back, brown and rested, after a vacation at York Beach, Maine.

According to cards received, Ray Kirk is enjoying his sojourn at Northampton.

Ed Bonner challenges all comers to name a New England beach he didn't visit on his vacation.

We hear that Carl Schaier's new Reo *almost* passed a Ford in North Conway not so long ago.

Jim Hadden Had His Hands, or, Rather his Arms, Full at the Outing.

He looks as if he were enjoying himself.

We are sorry to say "Good-bye" to Miss Handy who is leaving us to return to teaching music.

Olga Anderson has returned, full of zest for the job, from a vacation spent down on the Cape.

Mary Sline has also been "vacationing" on the Cape.

Patrick Fitzpatrick of No. 2 Machine has the prize for unique vacations to date. He is journeying to Michigan on his motor cycle.

We have it on good authority that Dan Reardon is about to open a barber shop. He has even gone so far as to import a helper.

Pat Egan was seen walking down the street with a string of "hot" dogs hanging out of his pocket after a recent fire in one of our local groceries.

Mike Burke has been spending his vacation building a garage. It looks so very well, that Mike is thinking of putting in a few partitions and calling it a cottage.

For a real vacation Holly Dyer is ready to vote early and often for New London, Conn.

Bill Patterson disagrees. He says Fort Preble gets the banner.

Althea Garland has forsaken the typewriter and adding machine for a few weeks which she is spending at Swift's Neck, Wareham.

Miss Smith is off for Poughkeepsie for two whole weeks, and she sure looked forward to that visit with joyous anticipation.

Somehow or other, the office isn't quite the same when Harry Mann isn't there to smile a greeting. He has sloughed off the cares of business at Bass Rock.

Maintenance

We are glad to welcome Edward Holmes in the storeroom.

Tom Graney toured up through Canada as far as Montreal.

Gus Hagman is very proud of the new Haynes he is driving.

Brenton Steele has been receiving congratulations since his recent marriage.

Have you noticed "Young" Dave Regan's expansive smile lately? It's a boy.

Andy Urquhart has left the mill to its own devices while he plays down at Brant Rock.

Mattson is all established in Gould's garage and likes the commodious quarters very much.

We shall miss Charlie Evans around the mill. He has sold his business and gone out of town.

As usual, Frank Whitehead went down to Barnstable to hear what the wild waves had to say.

Dinny Cullinane has gone a-holidaying—we know not whither, but we hope he has a most awfully good time.

Joe Sheehan has left us for a short time—destination secret. When last seen the car was headed for Old Orchard.

From cards received we gather that Dave Regan, Sr., approves of these United States, and that California comes up to specifications.

Pat Hessian, Bill White, Vincent D'Espinosa and Arthur Connolly are enjoying life at Barnstable. 'Tis said, Pat lost twenty pounds in one week.

All their friends are anxiously awaiting news from Harold McNeeley and Jack Hurley who left for Nova Scotia in Jack's car. Judging from Jack's past experiences with the "fliv," they ought to have an adventure or two.

They do say that Old Orchard is a very quiet resort these days, since Wallie Duncan, Eddie Bean, John Curran and Timmie Cullinane came home. At any rate, we know the blueberry supply was exhausted during their stay. You should see those boys consume pie.

The champion strong man is Marshall Grant. The other morning he decided to go through No. 2 Machine Room door. The mere fact that the door happened to be hooked meant nothing to him. He went right ahead and now the remains of the heavy hook are on exhibition in the shop.

Box Shops

David Glazebrook has a new small son of whom he is particularly proud.

We extend our best wishes to Eva Roguris who is to be married August 31.

That noise you hear on Washington Street o' the evenings is Jim Houlihan's bright green Paige.

Russ Tupper is leaving us shortly for a visit to Maine. His itinerary is Bangor and points north.

After two sessions with the Brookline judge, John White finally secured mercy for his ignoring of the traffic signals by mentioning the fact that he knew Dick Floyd.

Nena Holmberg in a Pensive Pose at Crowe's Point.

She hasn't quite decided to smile.

Clara and Olive Burke have forsaken the Box Shop temporarily for White Horse Beach, Plymouth.

Cards have been received from Ada Coughlin who is enjoying the attractions at White City, Worcester.

The best fish stories we've heard were brought back by Nena Holmberg from his vacation at Crowe's Point.

Harry Tower also left for Maine a few days ago, and Roy Fullerton, with a patented trailer, was following close.

She was met with incredulous looks, when Mary O'Malley announced the other morning that she had gone to bed the night before at eight o'clock. 'Tisn't conceivable.

The office at No. 1 Box Shop has looked a bit lonesome for the past month. Al Kendall forgot about fibre case orders at Keene, Jackson managed to cover a good deal of territory in his Ford, and Miss Goldberg is trying out the water at Old Orchard.

Building & Roofing

We extend sincere sympathy to Warren Manson whose grandmother died this week.

Dinny Driscoll has the finest garden in this part of the state. He has all sorts of flowers in all colors—a real riot of bloom.

Somehow the office isn't quite the same with Mr. Pratt away. He has gone to Washington, New Hampshire, for a couple of weeks.

Alden Boothby is at this writing motoring in his new car somewhere in New England. Alden is certainly going to have one fine time this year. He bought new shoes for each and every one of the wheels of the car and expects to come pretty near wearing them out.

They say—

That George Smith put no air in his tires after he left Norwood until he returned from his vacation.

That maybe it was "hot" when put in.

That Rob Roy is going to take his vacation soon.

That it will be a good one when he gets it.

That Harry Dresser got his head sunburned several times during his vacation

That Johnnie Mattson was wanted by the Lynn Police.

That he has never been there.

That Jack MacAleese has a new work cap.

That the like has never been seen in this mill.

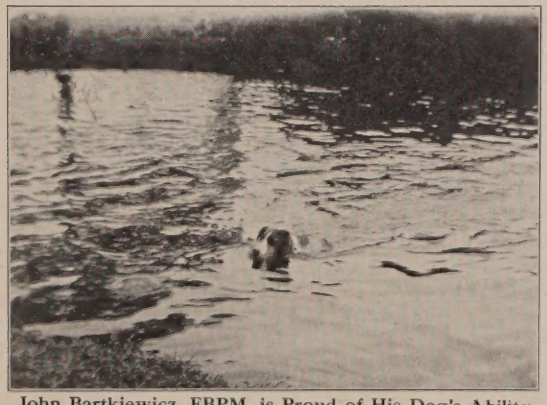
Floor Covering

Miss Costello spent her vacation at Peaks Island. Maine.

We congratulate Adam Sidlauskas who was married recently.

Vanderpyl is vacationing somewhere in the U. S. A. Sidney Taylor is looking after the affairs in FFN during his absence.

We were glad to welcome Miss Haslam as substitute nurse during the time that Miss Arel was on her White Mountain trip.



John Bartkiewicz, FBPM, is Proud of His Dog's Ability as a Swimmer

Ground is broken as we write, August 23, for our new finished stock warehouse, which will bridge the river, paralleling the long warehouse.

The place seemed deserted with such good men and true as Boyd, Huggard, Bernier, Hugh Knight and Ben Sodergren all on vacation at the same time.

Austin Quackenbush is an enthusiastic chicken raiser and potato farmer. He has already made an auspicious, or suspicious, beginning in his chosen line and is now looking for a big piece of land upon which his business may grow up.

The following jingle seems worth memorizing:

"My grandpa notes the world's worn cogs,
And says we're going to the dogs.
His grandad in his house of logs,
Swore things were going to the dogs.
The cave man in his queer skin togs,
Said things were going to the dogs.
But this is what I wish to state—
The dogs have had an awful wait."

Says Hugh to Hal, "Here is a question to puzzle *Review* readers:

I saw a couple of eggs (unbroken) lying on a hot steam trap.

Question: In due course of time will these eggs be boiled or fried?"

Announcement

Considerable comment has been heard and various rumors spread concerning the sudden appearance of most of the "faculty" of FF assembled at the entrance of the plant at Morse Street.

To refute any unjust or incorrect statement that might come up and to put at ease the minds of all concerned, this delegation was nothing more or less than a newly formed Civil Engineering concern, known as the CO-OPERATIVE ENGINEERING COMPANY, INC.

Its personnel is composed of:

Mr. Lines, General Promoter and Manager.

Mr. Wight, Assistant Manager and Rod Man.

Mr. Latham, Transit Man.

Mr. Bailey, Assistant Rod Man and Checker.

Mr. Sutherland, General Helper and First Aid.

Mr. Famingletti—Stake Driver, Messenger, Laborer.

On our first job, Mr. Famingletti, better known as "Nunzi," was very much in evidence.

The Husky Crew that Has Smashed all Winder Records at FFR.

Top row l. to r., Bill Travers, Ernest Pudsey, Bill Wosner Bottom row l. to r., Charles Wiesul, Adam Sidlauskas.

Mr. Maguire was desirous of becoming a member of this organization, but all stock had been subscribed for, and he was last seen wending his way back to PFL, rather down-hearted.

The formation of this company was just too late to submit bids on the new storehouse at FF, which was rather too bad, for had we been able to bid no doubt our offer would have been accepted, and it would give this budding concern the impetus needed to gain a reputation.

But with an organization such as this right within our own firm, "the country can be considered as completely saved."

This Very Disreputable Looking Young Man is None Other than Bill Murphy who Helps John Robertson Handle Our Traffic.

The umbrella is to aid in preserving his complexion.

Main Office

Bill Hale is perfecting his golf game at Oak Bluffs.

Congratulations to Karl Webber who was married not so long ago.

Alice Darville is off on a most interesting automobile trip through Canada.

Miss Hazel Neylan is now in charge ef the Information Desk in the front office.

We wish Franklin Bassett every success in his new job with the City Lumber & Coal Co., Waterbury, Conn.

Mrs. Holmes and Helen Costello are at Nantucket and from reports they are enjoying their stay in the quaint old town.

Miss Leavitt is finding recreation in the White Mountains for a few weeks. She is driving a very good-looking new Maxwell coupe.

A few of the Building and Roofing sales force are still vacationing: Paul Breen at Onset, Miss Field in Maine and Miss Bisbee in Vermont.

Cards have been received from Ernest Coleman announcing his marriage Saturday, August 23, to Miss Cora Alice Morton, at Tusket, Nova Scotia.

From the smiles they wear, we judge that Anna Gallagher, Agnes Geary, Margaret Quinlan, Florence Duncan and Gladys Duncan had a wonderful time at Goff's Falls, New Hampshire.

Axel Anderson had a rather fortunate escape when his car ran into another on the Middleboro road. His car was pretty badly damaged, though, and he decided to trade for a very special new Buick.

Not to be outdone, the walls and ceiling of the main floor are being treated to a coat of paint. If it is true that environment has a remarkable effect on the mental attitude, and those who know say it does, we all ought to "step on it" this fall and winter.

The top floor is also very much changed and for the better. The arrangement of desks makes for quiet and expediation in work. Mr. Andrews and Mr. Sawyer are enjoying their new offices, and the conference room at the head of the stairs is filling a long-felt need.

The improvements in the Main Office are certainly pleasing. The Mail Room has been most conveniently re-located in the front of the Service Department, and the stenographers' desks have been moved to allow more space and better light. With the new paint on the walls, the place has an altogether different and pleasant aspect.

M. J. Murphy, for many years one of the leading salesmen in the Floor Covering Department, has recently left Bird & Son to go into business for himself. He will operate as a jobber of floor coverings and will continue to sell Bird's Neponset rugs and floor coverings through the Lansdale Floor Covering Company, his newly organized firm. We wish him the best of success.

Stuart Keith's Son, Bradford.

All set to help h's mother with the house cleaning.

Here Are A Couple Of Enterprising Youngsters

These two boys are the sons of Mr. Fowler of the firm of Strechi Bros. & Fowler at Chattanooga, Tennessee. Mr. Fowler began earning his living at about the age these boys are now, and he evidently believes the early training was worth while, for he started them in working the trade as soon as school was out last Spring. They have done very well, with commissions so far totalling nearly $200.00, working on a basis of 1% less than is paid regular salesmen. They are strong Neponset boosters and are ready to declare to the world that it is the best. The most impressive thing about them is the way they drive ahead. They simply will not take, "No," for an answer. They have a big catalogue, but work every item carefully.

All Ready for the Day's Work

Phillipsdale

Walter Carpoweck, of DPB, who was shot in the leg several weeks ago, is getting along fine and he expects to get back to work in a few weeks.

Our Electricians, Tom Horridge and Harry Nolan

Harry had to sit down so he could get into the picture

Walter Watson, of DPG, has gone to Fort Wright, N. Y., with the National Guard. Walter is a member of the pill dispenser division. He would make a good nurse. Tell us all about it, Walter, and we will print it in the next issue.

At this writing, Jack Hammerle is off on his vacation. And, oh, boy, Jack says that it is going to be some vacation. He doesn't know where he is going but he is on his way. Another fishing trip, Jack?

Henry Phelps, of DPC, has had a bad case of poison and has had to stay at home for several weeks. We are sorry that you have had such a poor vacation, Henry, and hope that you will be well in a short while.

Herbie Chamberlain, our ever smiling chemist, has gone up to Lake Winnesquam for a few days' rest. Herb says that he is going to catch a salmon or bust. Just think of Herbie using the salmon so rough. Really it can't be so. Perhaps he will change his mind and play a little tennis instead. He said that he really liked to play mixed doubles.

The new ventilators have been installed on the roof of DP 2 to help purify the air in the paper machine room. This is a decided improvement, and working conditions in this department are much better.

Chicago

They are calling Chicago the summer resort of the West, due to the wonderful weather we have been having all summer.

For the first time in the history of the Mill we ran No. 1 Machine last Sunday on Asphalt Felt and incidentally broke the existing record for production.

Bob Breback remarks that while mud may be used for a beautifier, it certainly hasn't done much for the turtle.

We enjoyed a visit last Saturday from Messrs. Geissler of Belleville, Stone of Herrin, Munzell of Centralia and Rushing of Carterville. They arrived early with "Doc" Hill and spent the whole morning with us.

"Environment means everything—when a frying pan gets into society they call it a chafing dish."

Mr. Hird attended the Felt Makers' Association Meeting in Buffalo, following which he spent two weeks' vacation on the New England seacoast during August.

"Take a tip from the steam kettle—it is always up to its neck in hot water, but it still continues to sing."

Built-Up Roofs

H. M. Clark—130 squares on school, Greenfield, Iowa, and another school roof (old roof) to have 100 squares applied over it at Lone Tree, Iowa. In Newton, Iowa, there were 106 squares for the Producers Wholesale Company and a 50 square reroofing job on a High School at Dexter, Iowa. M. L. Jones reports 30 squares on First National Bank and 47 squares on Burg Brothers, both of Camden, Arkansas, while the Stearns Apartments in Little Rock, Arkansas took 34 squares.

"C. T." Torrey sends in orders for 170 squares for three garages and another order of 140 squares on the new Y. M. C. A. at Massillion, Ohio. W. F. Heine also grabbed off two garage jobs totaling 246 squares out near Elgin, Illinois.

Ben Roberts and Mrs. Roberts spent the first two weeks in August at Hiles, Wisconsin. Ben promised us a mess of fish, but all we have had in our Lunch Room has been meat these last two weeks.

Ernie Grosscup, our Quality Inspector, is now obeying Chief Collins' order of 20 miles per hour behind the wheel of his new Tudor Ford Sedan.

They say that a salesman should be just as good on "production" as he is on "prediction."

With all the changes of products necessary due to our running one machine, the boys were still able to go "over the top" on Neponset Twin Shingles last week, also on Paroid and Artcraft this week so far. This all helps, boys, keep it up.

Al Bohenberger is away these two weeks on a vacation and Ed Laun is doing all he can to carry on what Al started in making it the biggest July in shipments in the history of the mill, and close to the high monthly record.

The Accounting Department continues to hold the record for golf balls being knocked into the water hole at Evergreen. Louie Freeman tied Howard Hanna's record of three in a row on Wednesday of this week. "B. J." with his knickers and Panama hat created quite a stir when he sauntered by the Club House porch.

Bob Thurston's new home in Midlothian is rapidly nearing completion—and if Bob can only get his "Fliver" to start mornings he will be able to reach the mill in about forty minutes' time.

Chicago Sales

We are now settled in our new office at 111 North Canal Street, and everyone seems well pleased with it. A larger space is available for both the office and the warehouse. Having the office and warehouse in one location makes a much more satisfactory arrangement, enabling us to give better service to Neponset dealers.

The attractive display of Neponset Rugs and Floor Coverings which has been placed in the reception room has been commented upon very favorably by those who have seen it.

Stanley, Donald and Garrett, Sons of Andy Spiers, our Central Illinois Salesman, in Front of Their New Home, Morgan Park, Chicago

The three contests now running are causing some mighty keen competition among the salesmen. Mr. F. P. Smith leads in the Distribution Contest, with Mr. Mettam a close second. The Promotional & Advertising Contest, and the Sales Contest have not progressed far enough to enable us to tell who is in the lead, but the race is very close.

Ruth and Priscilla Westcott. Taken on Ruth's Third Birthday.

The personnel of the office force has been increased by the addition of Miss Hall, who will have charge of the filing. Miss Paul is to work with Mr. Hindmarsh on sales analysis and promotional work. Miss Mitchell will have charge of writing up the orders.

Hamilton

The sixth annual picnic of the employees of Bird & Son, Limited, Hamilton, was held at Grimsby Beach Park on the 26th of July.

Two Radial carloads of happy people left the Terminal Station at ten o'clock as well as many families in automobiles. On the arrival at the park, noon luncheon was enjoyed by all, tables having been reserved and the usual refreshments supplied.

Immediately after lunch, the sports were run off. A very exciting Macaroni Eating Contest, won by "Toffani," proved the stellar event. Harry Coutts was a close second, but Toffani proved his superior.

An interesting feature was the ball game, Office versus Mill; C. P. Cowan pitching for the Mill, and W. R. McNeil for the Office. Of course there was the usual battle ending with a score of 6–5 in favor of the Mill.

Those not particularly interested in baseball took a dip in the lake. We hear several snaps were taken but as yet the water nymphs have been shy and we are able to pass along only one to the *Review*.

The evening "eats" were enjoyed at 5.30, after which the prizes were distributed by our Mill Superintendent, Bill Mutch. The employees took this opportunity of voicing their appreciation to the management for the good time provided and so thoroughly enjoyed by all.

Not an accident or mishap occurred, although "Old Sol" went under the clouds a couple of times during the day, but the wee drops of rain did not mar the general success of the outing.

In a couple of words it was a "GREAT DAY."

Two of Our Girls Enjoying the Water at Grimsby Beach Picnic

W. Smilley, our expert roofer, is at Kentville supervising the application of a built-up roof for the D. A. R. Railway.

We were sorry to learn from "Sandy" Staples, that Mr. R. P. Calkin, of the firm of T. P. Calkin Co., Kentville, N. S., had fractured his right leg. We trust he will make a complete recovery.

Veterans' Roll of Honor

We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during August and September together with the names of our veterans who complete over 20 years' service.

			Yrs.
Richard C. McCabe	Watchman	Aug. 14, 1885	39
James E. Smith	Main Mill	Aug. 17, 1885	39
Mary Friary	Bldg. & Rfg.	Aug. 1, 1887	37
Frank Murphy	Finishing Mill	Aug. 19, 1895	29
Hattie E. Willis	Main Office	Aug. 17, 1896	28
John Sullivan	Maintenance	Aug. 3, 1899	25
Daniel McDavitt	Maintenance	Aug. 3, 1899	25
John Sheehan	Bldg. & Rfg.	Aug. 2, 1902	22
Martin O'Donnell	Maintenance	Aug. 10, 1902	22
Morris Gilbert	Bldg. & Rfg.	Aug. 9, 1904	20
Patrick Linnane	Main Mill	Aug. 11, 1904	20
John Countway	Power & Steam	Aug. 20, 1909	15
Margaret Corcoran	Purchasing	Aug. 5, 1919	5
Everett Brennan	Maintenance	Aug. 5, 1919	5
Frank O'Neil	Box Shop	Aug. 6, 1919	5
Nicola Troiana	Main Mill	Aug. 11, 1919	5
John Lewis	Main Mill	Aug. 12, 1919	5
Agnes Foley	Mill Office	Aug. 18, 1919	5
Joseph Kiarsis	Power & Steam	Aug. 18, 1919	5
John Davidonis	Box Shop	Aug. 21, 1919	5
John Sword	Floor Covering	Aug. 22, 1919	5
Joe Waksemovicz	Floor Covering	Aug. 24, 1919	5
Richard Stoddard	Bldg. & Rfg.	Aug. 25, 1919	5
William Olsavitch	Floor Covering	Aug. 25, 1919	5
H. D. Taylor	Retired List	Sept. 9, '87	37
A. C. Urquhart	Maintenance	Sept. 10, '96	28
L. L. Thompson	Sales Dept.	Sept, 1, '98	26
P. R. Allen	Vice-President	Sept. 15, '98	26
Florence E. Holmes	Cashier	Sept. 25, '98	26
Annie F. Brown	Credit Dept.	Sept. 21, '01	23
Harry Anderson	Maintenance	Sept. 2, '02	22
John Eppick	Bldg. and Rfg.	Sept. 5, '03	21
Patrick Coughlan	Paper Mill	Sept. 10, '04	20
Robert Orr	Power and Steam	Sept. 10, '04	20
Frank Phillips	Paper Mill	Sept. 1, '09	15
John Clancy	Box Shop	Sept. 7, '09	15
Louis Dalksever	Bldg. and Rfg	Sept. 20, '09	15
James Dine	Box Shop	Sept. 22, '09	15
Michael Costello	Paper Mill	Sept. 26, '09	15
Martin Costello	Box Shop	Sept. 27, '09	15
Seigel Tarasenkov	Phillipsdale	Sept. 24, '14	10
Maryan Wronski	Paper Mill	Sept. 3, '19	5
Tony Strukele	Bldg. and Rfg.	Sept. 4, '19	5
Oscar Buzzell	Printed Stores	Sept. 4, '19	5
James Connors	Maintenance	Sept. 8, '19	5
L. K. Giberson	Bldg. and Rfg.	Sept. 10, '19	5
Charles Ketvertis	Box Shop	Sept. 11, '19	5
J. Flaherty	Chicago	Sept. 12, '19	5
Robina Urquhart	Purchasing Dept.	Sept. 22, '19	5
J. A. Goodwin	Floor Covering	Sept. 23, '19	5
W. B. Rogers, Jr.	Floor Covering	Sept. 29, '19	5
C. Sandberg	Chicago	Sept. 29, '19	5

Hamilton and Pont Rouge

Wm. Erwin	Aug. 28, 1907	17 years
E. A. Deslisle	Aug. 19, 1910	14 years
I. Gibeault	Aug. 5, 1912	12 years
A. Everette	Aug. 28, 1916	8 years
A. Roberge	Aug. 13, 1918	6 years
F. Livingstone	Aug. 18, 1918	6 years
M. Simpson	Aug. 26, 1918	6 years
B. Page	Aug. 1, 1919	5 years
H. Coutts	Aug. 8, 1919	5 years
H. Hunt	Aug. 12, 1919	5 years
T. Papillon	Aug. 18, 1919	5 years

Baseball

The Walpole-Norwood Twilight League is one of the finest things ever started by the industries of Walpole and Norwood. Since this league started to play off their schedule, which did not start until the last week in July, the followers of this great American game have witnessed some real ball games. A large part of the games have been high class and running over with pep and enthusiasm.

The Walpole League started early in June, composed of Lewis Manufacturing Co., Hollingsworth & Vose Co., and Bird & Son, inc. This league went along O. K. but got monotonous after about a month and a half. About this time the Board of Governors at the Norwood Civic Association invited all the plants of Norwood and Walpole to enter a league. After much consideration by the Directors of the Walpole League, it was voted to enter this league when Norwood had three organized teams. In the meantime, the second half of the Walpole League started but was consolidated into the Walpole-Norwood League on July 28, at a representative meeting held at the Norwood Civic on that date. At this time Plimpton Press, Winslow's Tannery and Fleming's Bindery, representing Norwood, entered teams, making a six-team league. A short schedule was drawn up and baseball took a flying leap to the foreground in both towns.

The games played between the three Walpole teams in the Walpole-Norwood League are considered as the second half of the Walpole League.

Lewis Manufacturing Company's team, that found the road to victory in the first half of the old Walpole League so smooth, took quite a slump in the new league. The breaks have been going against them since early in August, but they hope to pick up now and battle the winner of the second half of the Walpole League for the sweaters which will be presented by the league to the team winning the post season series,—the winner of the first half vs. the winner of the second half.

Winslow's Tannery have found it hard to get well organized, but nevertheless have put up a good fight and have shown the right spirit.

Plimpton Press, managed by Frank Woods, an ex-Bird & Son, inc. player, have played wonderful ball considering that some of the boys have taken up the sport for the first time in ten years. This fact alone makes the league worth while. It brings back the memories of old days to these men and makes them feel young both on the diamond and in the shop.

Hollingsworth & Vose have kept up their reputation of always putting a scare in their opponents and pulling out of deep holes at the last minute.

Fleming's Bindery boasts a fast team and have had a very successful season. They are fortunate to have the services of a couple of Norwood High Stars, as "Bud" Dower and "Tony" Karshis.

And now let's speak a word or two about a real snappy aggregation and one that started very slowly, but which now is almost impossible to stop, Bird & Son, inc. After winning last place in the Walpole League, the boys realized that poor baseball had no place around our plant and that winning booby prizes were not in their line, so, after the big Outing at Nantasket, the boys caught the spirit of Bird & Son, inc., again and have been winning ball games.

The boys representing the six plants would like to thank you for the games you have attended and hope you will come to the remaining few and cheer your best for YOUR team.

The standing of the two leagues:

Walpole League

First Half

	Won	Lost	Per Cent Won
Lewis Manufacturing Co.	7	0	1.000
Hollingsworth & Vose Co.	2	4	.334
Bird & Son, inc.	1	6	.143

Second Half

Bird & Son, inc.	3	2	.600
Hollingsworth & Vose Co.	3	2	.600
Lewis Manufacturing Co.	2	4	.334

Walpole—Norwood League

Bird & Son, inc.	6	1	.858
Fleming's Bindery	4	2	.668
Hollingsworth & Vose Co.	4	3	.572
Plimpton Press	3	4	.429
Lewis Manufacturing Co.	2	4	.334
Winslow's Tannery	0	5	.000

Tennis

A large majority of the young men of East Walpole have taken up tennis this summer. The courts have been kept in the best of condition and many long and hard-fought sets have gone on record.

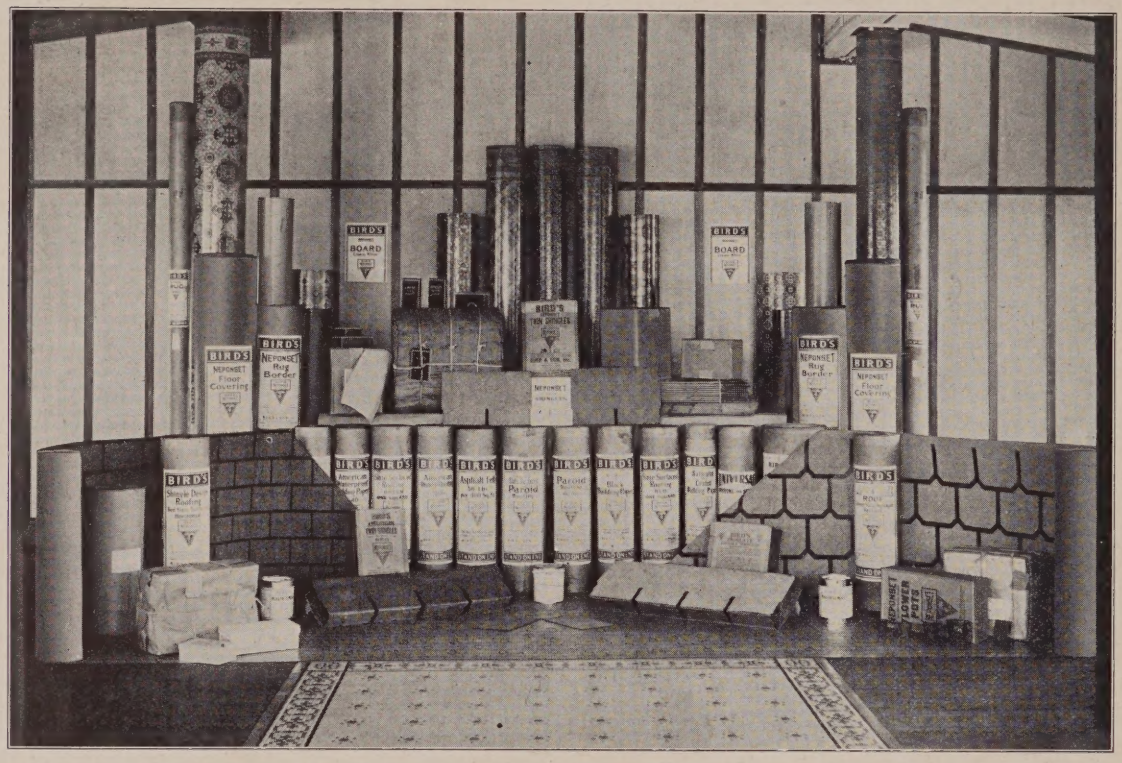
The Men's Single Tournament is now well under way and many future champs are coming into the limelight. Several of the matches have been hard fought and gave the spectators exhibitions of very good tennis. Already Dick Floyd has advanced to the third round in the first half by his defeat of Don Chase in a pretty battle. In the second half, Doherty is credited with two scalps, Chester Andrews' and Al Kendall's. The next few weeks should see the final match.

The Men's Doubles Tournament will start about September 1st. Everyone is urged to play the matches without delay so that the Tournament may be finished before September 30th.

A summary of both Tournaments will be published in the October *Review*.

Bird's Neponset Products

Made in New England for New England Homes


BIRDS
BOARD
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Border
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NEPONSET REVIEW

Safety Week

October 6 to 11,

Start Off Cheerfully—Come Home Safely

Vol. XII. OCTOBER 1924 No. X

NO ACCIDENT WEEK

No accident week is to be observed thruout the nation from October 6 to October 11. Bird & Son will, as in former years, carry on its own campaign for another 100% record. This record was attained in 1923 and only fell slightly behind in 1922 by an accident at the last minute.

The Publicity Committee is made up as follows: J. B. Maguire, Chairman, P. A. Guttormsen, ER, Patrick Hessian, EMM, Lyman Small, FFS, and Harry Dresser, FBM. They have been working hard in an effort to help bring about the desired results. It has been decided to award banners to all divisions this year, giving the percentage obtained during the week.

PLANS ALL MADE FOR A CLEAN RECORD

The keynote of our campaign this year will be a personal appeal to each worker. This will be made by means of posters bringing out this point, pay envelope stuffers, and most important of all, a direct personal appeal to each worker.

The individual can do more in this work than the company. It is an established fact that over 90% of our accidents are caused by carelessness. Thousands of dollars are spent yearly in order to make our plants safe places in which to work. There is a certain point beyond which the company cannot go. Here is where each worker must take up his share in order to keep accidents down. This can be accomplished if the individual worker cultivates the habit of *thinking* safety.

Preventable accidents mean that we are not thinking about safety. If we were the number of accidents under this heading would be small rather than large. How many times a day are we indulging in unsafe practises or allowing fellow workmen to invite an accident? A great number of times, once we stop to think about it. The adage, "Better be Safe than be Sorry," is a good one to remember.

PLANT ACCIDENT STANDING
JANUARY 1—SEPTEMBER 1

Dept.	Av. No. Emp.	No. Accidents	Days Lost	Standing
FX1 & 2	232	7	58	.882
EM	159	6	109	.743
DM	243	14	232	.638
FB	249	26	242	.556
FF	294	30	587	.263

Think how fine it would be to have a 100% record. *Think* how wonderful it would be to have *no* accidents at all. And then decide to do all you can to make that record a reality.

When safety work is hitting on all cylinders accidents disappear.

* * *

Looking at your work through goggles is better than looking through the hospital window with one eye.

* * *

Crossing in front of a railroad train is like standing with one foot in the grave and trying to kick yourself with the other.

* * *

He who takes a chance usually takes one too many.

* * *

It Pays to Think Before You Act! October 6 to 11 No-Accident Week.

* * *

A fire might put every one out of work. Help the management protect your job.

* * *

Don't hesitate to caution a man who is taking a chance.

* * *

Better be safe than sorry.

* * *

The best safety appliance known is the careful man or woman.

* * *

"Anyone Can Take a Chance, But It Takes Some Thinking to be Careful."

* * *

Play safe today—you can always get hurt tomorrow.

THESE MEN ARE THINKING SAFETY FOR YOU

Main Mill Local Safety Committee

Building and Roofing Local Safety Committee

SAFETY

There are two outstanding accidents in August which deserve special comment.

One man got a splinter in his finger Saturday afternoon and did not see the nurse until Monday. By that time infection had set in and he lost five days. The five days he was out meant a real loss, and he ran a very grave chance of losing the finger.

A splinter should be removed *at once* with a sterilized needle and iodine applied to the wound. Don't take it out with a dirty pen knife and take a chance that it won't become infected. If the hospital is not open, go to the doctor.

It's an old, old story. Neglected cuts are dangerous.

A man got something in his eye and did not report it for two days when he had developed a real ulcer on the eye, a most serious condition.

Don't take chances with your eyes. Go to the Hospital to have foreign bodies removed, or if that is not possible, go to the doctor.

Your fellow workman is not competent to work on your eyes. They are delicate, easily injured, and deserve the best of care.

You can't see anything through a glass eye.

STANDING FOR AUGUST

Dept.	No. of Emp.	Accidents	Days Lost	Standing
FX1 & 2	218	1	6	.971
DM, DF, DV	236	2	8	.957
DP	199	2	6	.955
EM & ER	160	1	15	.930
FF	283	4	22	.916
FB	252	5	50	.834

The standing is very close, although there was an increase in the number of accidents and in the total time lost over the previous months.

Accidents can be prevented. Do your share.

—Safety Committee.

There may be many a slip twixt hip and lip but there may be only one slip between home and hospital.

* * *

Safety, like virtue, is its own reward.

* * *

The path of the glaring headlight leads but to the grave.

* * *

Every little scratch has a meanness of its own.

* * *

The time for First Aid is first.

* * *

After a man has been hurt two or three times and has had enough of accidents it is about the enoughest enough there is.

* * *

Your safety is in the hands of the other fellow; his safety depends on you. Don't cheat!

THINK SAFETY FOR YOURSELF

Floor Covering Local Safety Committee

Phillipsdale Local Safety Committee

FIRE PREVENTION WEEK

In connection with No Accident Week, Fire Prevention Week is also to be observed. Fire Prevention means Fire Protection and this may be summed up as—

1st. The means of safeguarding or abolishing causes which originate fire.

2nd. The provision of means which may confine fire to the space in which it originates, and

3rd. The necessary means of adequate fire extinguishment.

We can easily see how well our plants are taken care of under these three divisions, which again brings out the importance of the responsibility of each individual. Carelessness in this connection has taken its toll in the same manner it has with accidents.

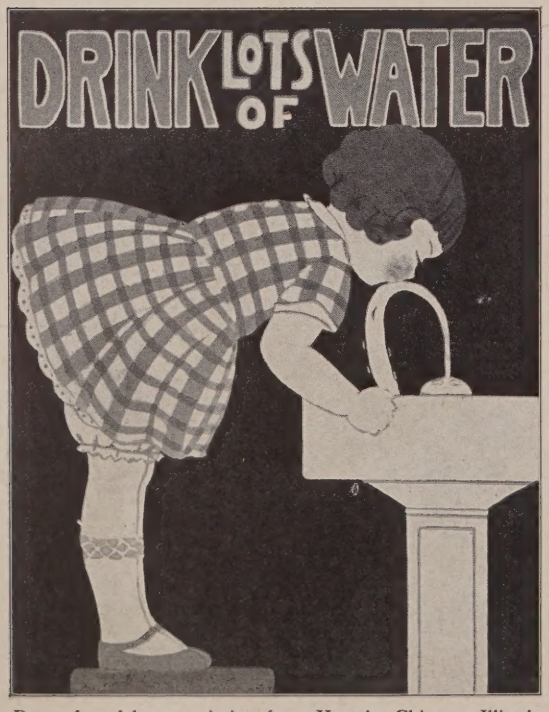
Think what this means:

The average annual fire loss in the United States is $500,000,000.

15,000 lives lost by fire in United States and Canada yearly.

Fires as well as accidents can be stopped, not only for one week but for 52. Each one of us can do more than all of the fire prevention measures if we will only help. We know this because even with our adequate protection we have fires. Protection plus personal attention will eliminate the fire hazard.

If our watchman watches, if our sprinkler equipment is ready for instant service, if our fire fighting equipment is in order, then we are ready for work.



Reproduced by permission from Hygeia, Chicago, Illinois

HEALTH

GOOD TEETH—GOOD HEALTH

Man was once an outdoor animal. He ate nuts, roots and raw fruit. The thorough chewing they required kept his teeth in good condition.

Man changed his diet, but he couldn't change the make-up of his teeth. They are still designed for biting and grinding hard food. They need a lot of work, a lot of brushing and polishing to keep them clean and sound.

Modern foods are soft foods. Milling and cooking do today what the teeth were meant to do. Soft foods give the teeth too little exercise. They don't clean and scrub the surface of the teeth as tough roots and hard fruits did. Hence the toothbrush. It does the work the cave man once did when he tore and crunched stringy meats and hard grains.

Healthy teeth have a solid coating of enamel, the hardest substance in the body. The worst enemy of enamel is dirt. Dirt left on the surface of a tooth causes the decay that eats through the enamel and into the dentine. Once in the dentine, decay must be checked by surgery or the tooth is lost.

The only sure way to keep teeth from decaying is to keep them clean. The only sure way to keep them clean is by daily use of a toothbrush and periodical visits to the dentist.

* * *

Providence gave you teeth, but it's up to you to take care of them.

FIRE BRIGADE

East Walpole—On account of the holiday, the September meeting was not held until the 8th. The call was sounded at 4.43 p. m., with Roll Call at 4.50 p. m.

The program was carried out from Box 6 for both hose and reel companies, on tests to decide which companies would compete with FB and FF brigades. Much interest was shown. J. H. Maguire was appointed starter, P. A. Guttormsen and Frank Whitehead, timers, and A. C. Urquhart and D. J. Cullinane, judges.

There were 57 members present, with three absent. The meeting adjourned at 6.15 p. m.

Norwood—The monthly fire drill of the Building & Roofing Brigade was held on September 8. Part of the Floor Covering Brigade held drill on September 9, and the remainder on September 16, the delay being due to shift work.

Lengths of hose were run out to the roof of the new rug building. Coupling and uncoupling tests were made. Instructions were given to new men joining the Brigade.

NOTICE

The Main Plant Hospital which was temporarily located in FX2, has returned to the old location in the newly remodeled Triangle Building. The hospital rooms have been enlarged, a waiting room and two rest rooms added.

Everyone is invited to come in and see our new layout.

SUGGESTIONS

Success—countless are the epigrams, innumerable are the essays and without number are the articles that have been written with "Success" as the subject.

And what is success? Nothing more than the attainment of the goal toward which you have set your aim. "There's something you can achieve without effort—failure. Nothing else." We all know how easy that is. And sometimes, when we think we have been trying our hardest and doing our best, failure still results. But evidently we were not on quite the right track—or success would surely have resulted.

It isn't a big success if there wasn't big effort. Madame Curie didn't stumble upon radium by accident. She searched and experimented and sweated and suffered years before she found it. Success is rarely an accident. It is the constant effort, the will to persist and keep at it, that brings about the end for which you are striving—Success.

It is the little things that lead to big things. It is the improvements that you can make in your own methods of doing your work, or in somebody else's methods, that will help. The simplest way for you to put across some of your good ideas is by submitting them to the Suggestion Committee and, in that way, calling them to the attention of the superintendent and many others. You cannot lose—you cannot help but gain—by so doing.

Perhaps, now that the vacation period is over, we shall be "swamped" with new suggestions. At least we hope so. At the September meeting there were twenty-five suggestions for consideration, of which the following were accepted, while seven were held for further consideration:

Change in fire door — Louis Giompietro, FFM

Lengthening drive shaft on winch — John McAleese, FBX

Use of oil from drip pans — F. Sutherland, FFM

WALPOLE BI-CENTENNIAL

1724–1924

On Saturday, October 4, the citizens of Walpole will celebrate the two hundredth birthday of the town in a real, old home day manner.

The committees in charge of the celebration, under Mr. P. R. Allen, General Chairman, have been at work for several weeks making arrangements for the event.

The main feature of the celebration will be the dedication of the new Memorial Bridge on School Street, by Governor Channing H. Cox, to the soldiers of Walpole who have fought in the wars of the United States. Immediately following the unveiling of the tablets the veterans of the Civil and World wars will march across the bridge, followed by all the citizens and visitors, to the park at the Plimpton and High Schools where the Bi-Centennial exercises will be held. Mr. George A. Plimpton is master of ceremonies for this, and the address of the day will be delivered by Mr. Charles Sumner Bird. Mr. Isaac Newton Lewis will read the ode.

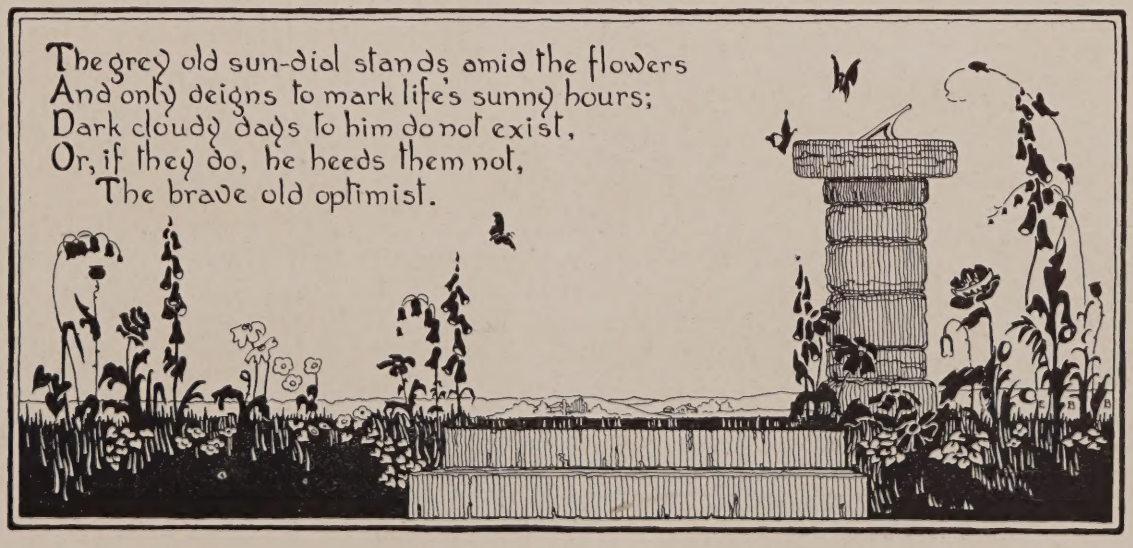
Both the Weymouth Legion and the Norwood bands have been engaged for the entire day.

From five to seven-thirty the American Legion will serve supper at the High School.

A band concert will be given from 5 to 7.

At seven-thirty the Historical Episodes, showing the life, growth, and development of Walpole at different periods will be portrayed by a cast of over two hundred and fifty people. A chorus of over one hundred and fifty people has been rehearsing for some time and will be well worth hearing.

Saturday, October 4, has been set aside as a real Walpole holiday. The Committee wants every resident to take part in the exercises and come and enjoy the good time. All former residents and those living in neighboring towns are cordially invited to come.


The grey old sun-dial stands amid the flowers
And only deigns to mark life's sunny hours;
Dark cloudy days to him do not exist,
Or, if they do, he heeds them not,
The brave old optimist.

DISTINCTIVE WORK BY OUR AMATEUR PHOTOGRAPHERS

A Forest Camp
First Prize — Bertha M. Chessman, A

The Wanderer
Second Prize — Eben H. Johnson, AC

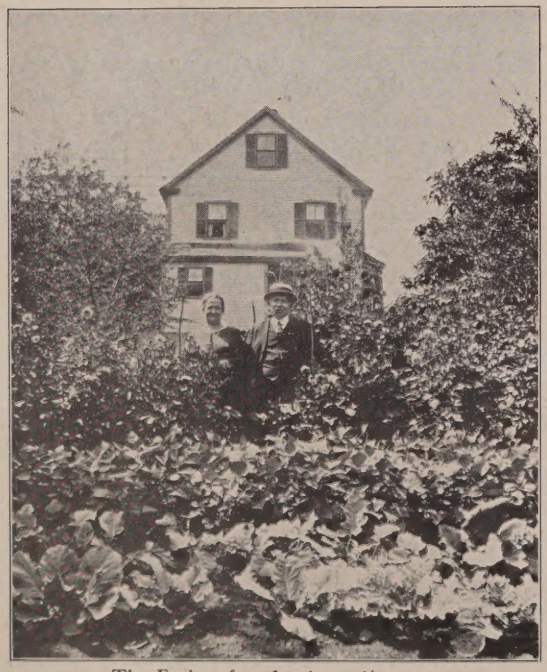
What an array of pictures the judges in the *Review* snapshot contest found, and nearly all of them good! There were pictures taken at home, pictures taken in the mountains, pictures taken at the seashore, and pictures taken in the woods.

First prize was awarded to Miss Bertha M. Chessman of the Accounting Department for a view of a camp in the Adirondacks. The composition is excellent, the details and lighting good, and what a story lies back of the picture of delightful and invigorating days in the woods!

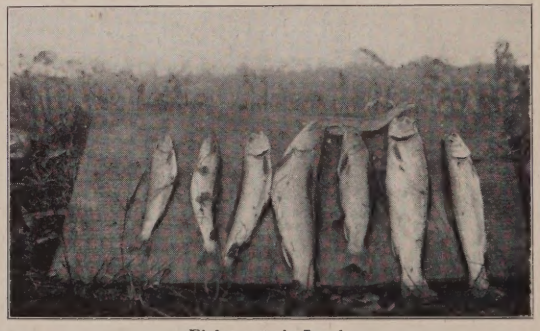
Eben Johnson, whose picture of the "Wanderer" took second prize, submitted a most interesting group, featuring scenes connected with the wrecking of this old whaler. Many will remember that she was just setting out on her last voyage when she ran into a terrific storm and was wrecked. The old vessel had a long and adventurous career, of which not the least noteworthy incident was the part she played in the moving picture, taken at New Bedford, "Down to the Sea in Ships."

Excellent all-around photography was displayed in the snapshots sent in by Harry Tower, of FXW whose picture of a catch of lake trout took third prize. A whole page might be written of the delights which that row of speckled beauties suggest to the fishermen. Honorable mention was awarded to Mr. Tower's picture of Nuble Light.

Honorable mention was also given to Arnold Schaier for a picture of his father and mother in their garden. Not all the joys of the summer are found in the woods of Maine or along the South Shore. With the dahlias in blossom and the garden bearing harvest, there is much pleasure



The Fruits of an At-Home Vacation
Honorable Mention — Arnold Schaier



Fisherman's Luck
Third Prize — Harry Tower, FXW

for the man who stayed at home, as is so well brought out in the snapshot.

A picture of G. Lorimer Murray, taken by Mrs. George Murray whose husband is employed in EM, and an exceptionally good view of the bridge over Niagara Falls, taken by John Selden, FFN, were also awarded honorable mention.

In later issues we shall reproduce other pictures which were sent in.

The judges were J. E. Alcott, D. M. Chase and Mrs. H. M. Robertson.

Moving Pictures

The following pictures will be shown at Bird Hall for the month of October:

Wednesday, October 1—Mabel Normand in "The Extra Girl."

Saturday, October 4—Tom Moore in "Big Brother."

Wednesday, October 8—Margaret Bannerman and Reginald Owen in "Foolish Parents."

Saturday, October 11—Harry Carey in "The Night Hawk."

Wednesday, October 15—Pola Negri in "Shadows of Paris."

Saturday, October 18—Jack London's famous dog story, "The Call of the Wild."

Wednesday, October 22—Madge Kennedy in "Three Miles Out."

Saturday, October 25—Richard Dix, Lois Wilson and Marjorie Daw in "Call of the Canyon."

Wednesday, October 29—"Birth of a Nation."

In addition to the above a series of comedies will be shown, "Spat Family," "Snub Pollard," "Will Rogers," etc , also the Pathe News and Movie Chats.

His car was fast, the train was faster;
They met on the track, result—disaster.

Eight hours' sleep in bed will leave you feeling fine for the next day's work.

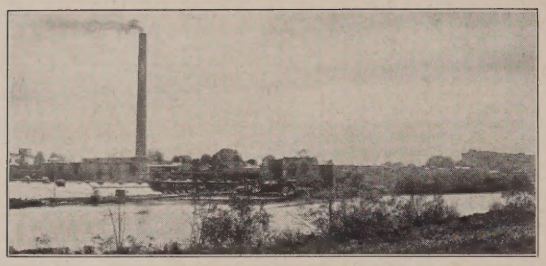
Well! G. Lorimer Murray, Age 5½ Months
Honorable Mention — Mrs. George Murray

Nuble Light, York Beach, Me.
Honorable Mention, Harry Tower

Four things a man must learn to do
If he would make his record true:
To think without confusion clearly;
To love his fellowmen sincerely;
To act from honest motives purely;
To trust in God and Heaven securely.

Henry Van Dyke.

Bridge Over Niagara Rapids from the United States to Canada
Honorable Mention — John H. Selden, FFN



NEPONSET REVIEW

Vol. XII. OCTOBER 1924 No. 10

Published Monthly by the Employees of Bird & Son, inc.
East Walpole, Massachusetts, U. S. A.

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Pont Rouge, E. A. Deslisle
Phillipsdale, T. G. Henderson
Chicago, W. W. Wilson
Health, M. R. Leavitt

The *Neponset Review* will gladly publish communications, suggestions, photographs, or articles of interest to its readers.

Address all correspondence to the Editor, *Neponset Review,* East Walpole, Mass.

"A haze on the far horizon,
The infinite, tender sky,
The ripe, rich tints of the cornfields
And the wild geese sailing high—

And all over upland and lowland
The charm of the goldenrod,—
Some of us call it Autumn,
And others call it God."

U. S. A. STOCKHOLDERS' MEETING

Going to vote this fall? Have you decided that for yourself, and are the other members of your family going to exercise their use of the ballot?

Its a privilege too often thought lightly of by the average American citizen—this voting proposition. Good government can only be gotten through honest and diligent use of the ballot by the majority of the people. Our forefathers gave us the privilege of having a voice in laws and activities by granting us the right to use our vote in determining the affairs of state.

Are you registered? The Board of Registrars of Walpole will hold sessions at the Town Hall, Wednesday, October 1, from 7.30 P. M. to 9 P. M. and Saturday, October 25, from 12 noon until 10 P. M.; at the Fire Station, East Walpole, Tuesday, October 14, from 7.30 P. M. to 8.30 P. M., and at the Community House, South Walpole, Tuesday, October 7, from 7.30 P. M. to 8.30 P. M. Registration in Walpole closes at 10 P. M. October 25.

In Norwood the dates of the Board of Registrars' meetings have not been set. A notice will be put on Plant bulletin boards giving the time and place of their meetings. Registration in Norwood closes October 22.

It is your duty as a citizen to register. It is an infraction of good citizenship to register and then forget to vote. Let's all mark our ballots this fall.

Vote November 4th
Vote as You Please
But Vote ! !

SAVE DAYLIGHT SAVING

Massachusetts began the movement which resulted in the National Daylight Saving Law of 1918.

When National Daylight Saving ended, Massachusetts enacted in 1920 the present Daylight Saving Law.

By amendment in 1921, the period of Daylight Saving was reduced by two months.

The question of retaining the Law (Daylight Saving for five months) will be the sixth referendum on the ballot at the State Election November 4.

An overwhelming vote for Daylight Saving on this referendum will end the annual nuisance of having to defend Daylight Saving against the attacks of a small minority. It will protect the right of the people to enjoy sunshine and fresh air.

DAYLIGHT SAVING MEANS

Better health, according to more than 2000 Massachusetts physicians; less eye-strain, according to nearly 300 Massachusetts eye specialists.

Fewer industrial accidents.

A sharp decrease in the tuberculosis death rate in Massachusetts.

Economy and efficiency. Massachusetts saves $1,500,000 in electric light bills during the Daylight Saving months. When the National Daylight Saving Law was in operation fuel saved in the United States during 1918 was 1,250,000 tons. The additional use of natural light under Daylight Saving increases the health, happiness and efficiency of the workers.

An extra hour of daylight for rest or legitimate recreation.

LIBRARY

In contrast to many an unwilling student called to his class room at this autumn season, consider the aim of the numbers of earnest workers who after hours are seeking to improve themselves through the pursuit of some special course of study which shall aid them in their particular line of work. They have touched the graver side of life and have learned that only through a thorough mastery of their subject can advancement be expected and that by study lies one way to attain it.

Boston offers exceptional opportunities in its extension courses, and a great many pamphlets containing information in regard to them have been collected in our library. Information on any particular course or school will gladly be secured.

The Prospect Union Educational Exchange is a free educational information bureau located at 760 Massachusetts Avenue, Cambridge. It helps a student to decide what course to take and where the best course is offered. Their bulletin is on file in our library.

It gives fathers and mothers a marked advantage to be able to discuss with and aid their children in their studies and to be conversant with the various books they are reading. As a review of English literature, we suggest the reading of the new book by William J. Long. While primarily intended as a text book, it is good reading for everyone of whatever age. It encourages the reading of the best books and helps us to see, by a study of each successive period from Anglo-Saxon times to the close of the Victorian Era, how our literature has developed from simple songs and stories to its present stage. Another of its purposes is to show how great books reflect the spirit of the age and the nation's history. This book will suggest a wealth of reading for the winter.

Two new books on business subjects will be of particular interest to our sales department. One is "The Principles of Merchandising" by Melvin T. Copeland, a long recognized authority on marketing. He sets forth a systematic theory of a selling organization and works it out clearly by using actual facts, figures and data from the experiences of a large number of business houses.

"The Business Letter Writers' Manual," by Charles E. Buck is another new and helpful textbook on the art of tactful and effective correspondence.

"Handbook of Petroleum, Asphalt and Natural Gas," bulletin No. 17 of the Kansas City Testing Laboratory; a revised edition of this authoritative manual prepared by Roy Cross.

"Confessions of a Prima Donna," whose name is not disclosed: an entertaining and readable book for those interested in this side of life.

NEPONSET CREDIT UNION

The Committee on Banking, State of Massachusetts, is considering changes in the banking laws which would lead to the elimination of credit unions, because of certain abuses of their original purpose. In opposition to them, the statement is made that other well organized agencies are in a better position to provide opportunities for borrowing and saving. We feel, however, that savings and co-operative banks, together with Morris Plan banks, have fields distinct from credit unions. The latter are associations of men and not of shares, since each shareholder has one vote, irrespective of the number of shares he holds. Loans are made for purposes which promise to result in a saving or profit to the borrower and may be made only to members. They are feeders and collecting agencies for the savings banks, teaching members the desirability of saving in a way which a less personal saving bank cannot do. They also promote thrift and encourage people to save who have not heretofore had savings accounts.

With the assistance of Bird & Son, the Neponset Credit Union has been of immense help to its members, both in advancing needed loans and in establishing savings accounts. It has been the intention of the management of our local Credit Union to keep within the letter of the law, and feeling that any attempt to abolish credit unions would be a calamity to us, a letter to that effect was written to Bank Commissioner Joseph C. Allen. In his reply he states:

"I am very glad of an opportunity to let you know that I am heartily in favor of credit unions and am very friendly to these institutions, provided they are conducted along the lines originally intended for credit unions.

"In my opinion, the Neponset Credit Union is one of the best in the State and I think is conducted with great ability. I believe that there is a very large field for credit unions all through the country, particularly in the industrial centers, and it is my sincere hope that the laws of Massachusetts concerning them may be so altered as to make credit unions a safe depository for the savings of the members and that they may serve the people in the manner in which the laws originally intended.

There is a great deal about the laws and also the management of the average credit union which leaves very much to be desired and it is my hope and expectation that the commission which was appointed by authority of the last Legislature to examine and recommend changes in the laws relating to credit unions will make a report that will strengthen credit unions in the estimation of the public."

NOTES FROM THE PLANTS AND OFFICES

PAPER MILLS

East Walpole

Harold Higgins has a new Buick in which he is covering a good deal of ground.

Jack Hale is now the best posted man on credits, bar none, in the organization.

Looking most resplendent in his new Hudson sedan, Mr. Wyman started off for a short visit to his home in Vermont.

Maurice Mason of the Laboratory is now in charge of research, and Herbert is responsible for the following of standards.

Arthur Smith had a very enjoyable visit to Maine when he left us to find rest after his labors in the Stock Shed and Cutting & Sorting Room.

We extend our sincere congratulations to James O'Donnell, who was recently married to Miss Alice Stanhope Butler of Norwood. Wedded life seems to agree with him for he has gained four pounds.

George Towle was bringing home a piano that he had acquired at auction. Somehow or other, the rope slipped and, as the truck rounded a curve, the piano went hurtling. George says that there isn't much wood left, but it sounds all right.

John H. Maguire, the East Walpole dahlia king, has been displaying some unusually fine dahlias this fall. Dahlia fanciers should get in touch with him for he certainly has bulbs that will produce blooms that are an addition to any garden.

The following paid advertisement which has been sent to us rather casts a shadow of doubt on the following story. "Reward offered leading to the discovery of the miscreant who put the Coolidge button on my coat." Signed, James Kivlin.

The mill folk have not yet recovered from their astonishment at the sight of Jim Kivlin proudly displaying a Coolidge-Dawes button on his coat. For a long time, his friends have earnestly striven to put Jim in the ranks of the Republicans, but it has always seemed a hopeless task. Credit for the victory is given to Al Kendall, but he denies it.

Box Shops

Elmer Bursley is glad to forsake the ranks of the commuters. He is now living in Norwood.

The new cement runway into No. 2 Box Shop greatly improves the appearance of the entrance.

John Hayes has left the Fibre Case Department to return to Boston University, and Norris Potter to Colby.

Walter Down is now "window boy" for Miss Scanlon in the Printed Stores. Robert Graney has left us to return to school.

Work has started and advancing rapidly on the addition to No. 1 Box Shop. Mr. Munroe of North Attleboro is in charge of operations.

Wanted: Information that will lead to the arrest and conviction of the person who removed Bob Morse's moustache. We don't mind his getting slim, but we do dislike the lonesome look of his upper lip.

We are sorry that Edith Jonah of the Cartridge Inspection Department, is forced to give up her work for a short time because of ill health. We trust that the two months' rest will mean that she is entirely restored.

The crews of Siwft Creaser, FXF M18, and Hooper Press, FXF M23, headed by Walter Leslie and Albert Lamminen, respectively, have broken all production records. The battle is still on, however, and their competitors on the other machines promise to beat the score. Since the photograph was taken, Walter Leslie and his crew have widened the distance between their nearest followers by establishing a record of 1930 sheets per hour, and Albert Lamminen and his able assistants have hung up a score of 1955 sheets per hour. The Knowlton and Erickson creaser men are also out for a record and will soon reach a high mark.

Champion Hooper Press Crew
Rob. Woodburn, Rob. Mason, Albert Lamminen, John Patrick

Champion Swift Creaser Crew
Richard Burke, Martin Collins, Walter Leslie, Forrest Pinkham

Maintenance

Don Merrill found rest and recreation at Dublin, N. H.

Frank Whitehead has forsaken his Brisco in favor of an Essex coach.

Frank Fisher is the last of the vacationers. He is touring the country in his good looking car.

Mr. Conrad, too, has joined the ranks of the owners of new cars. His is a Hudson coach and is very special.

Clinton Hanscom has started on his electrical career under the able tutorage of Frank Whitehead and his gang.

Fred Duncan has left us to resume his studies at Carnegie Tech. We surely missed him on the ball team in those last games.

We are glad to report that John Maitland, who recently underwent another operation on his arm, is getting along exceptionally well.

Sam Kay is back from a most interesting vacation. He wouldn't tell us any of the details, but he said he had a most gorgeous time.

Sam Gladding has left us to take charge of No. 2 Box Shop. We wish him every success in his new work, but we shall miss him greatly in the Drafting Room.

Notice: Bill Koehler says the object of the Bird Club is *not* the preservation and protection of our feathered friends. He does not wish to join the Audubon Society.

Leonard Crooker's garden has truly been a thing of beauty and of joy to a great many people this summer. His asters, gladiolii and dahlias have provided a riot of color and attractive bloom.

Contrary to prophesies, Harold McNeeley arrived home safe and sound from his trip to Nova Scotia. He reported a minimum of trouble, which apparently astonished him mightily. We should call it a very desirable disappointment.

A near-sighted man lost his hat in a strong wind. He gave chase, but every time he thought he was catching up with it, it was whisked away from under his hand. A woman screamed from a near-by farmhouse: "What are you doing there?"

He mildly replied that he was trying to retrieve his hat.

"Your hat!" exclaimed the woman. "There it is over there, under that stone wall; that's our little black hen you've been chasing."

Phillipsdale

Some class to our Edward Medbury, sporting around in his Chandler coupe.

Darrell Richerson has returned from his vacation which he spent up in New Hampshire.

Henry Holter and family went to Barrington Beach, where they spent the time motoring and bathing.

We don't know where Walter Gill went, but we guess it was as per usual on a fishing trip. Walter is some fisherman. He never catches anything but he goes just the same.

William Livingston spent his vacation at home. He had to. His wife took his vacation and went up to New York with it.

Our Superintendent, Mr. Henderson, has returned from his vacation which he spent out in Harrisburg, Pa. He says that he enjoyed the trip very much and had a fine time.

George Hawley reports that he had a wonderful time on his vacation which he spent at Rockport, Mass. George likes fish and there were boat loads there. We will gamble that he got plenty.

John Harrington has a touring car. A friend of his told the writer that it was a "Lemon," for every time that John went out in it, he got stuck.

We captured the safety banner a few months ago from East Walpole. Now let us capture it again. It looks very nice in our Brigade Room.

Henry Phelps has returned to work, after being laid up for several weeks with a bad attack of poison. Although he is not better, he is improving slowly.

Riley Stokers have been installed in No. 5 and No. 6 Boilers and now Mr. Hawley is all set. All of the boilers are now equipped the same, and they are running very well.

An Irish woman walked into a large department store the floor walker, who was very bowlegged, asked her what he could do for her. She told him that she would like to look at the handkerchiefs that were advertised.

"Just walk this way, ma'am," said the floor walker.

The woman looked at his legs.

"No, sir," indignantly replied the old lady; "I'll die first."

Phillipsdale Piping Gang

Patrick Reynolds, James Casey Tony Taveria, Joe Farrell

Jim rather enjoys having his picture taken, but Joe looks a bit worried.

ROOFING MILLS

Norwood

Robert Garner, late of PBL, is now enrolled as a freshman at Bates.

Harry Dresser did a good job when he had FB Office shined up with a new coat of paint.

Ralph Kemp stole a march on us all and came home from his vacation all securely married.

John Patinsky, formerly messenger at FB, has been transferred to PBL as assistant to Milton Beasley.

The shipments at the Building & Roofing plant for New England Week were more than any previous week during 1924.

Jack MacAleese and Dick Stoddard are trying to make a reputation as speeders. We wonder which one will want to be bailed out first.

Pompey Lagerta, of FBC, has the sympathy of his fellow workmen in the loss of his eight-year-old daughter, whose death occurred recently.

We tried hard to get a picture of Dennis Driscoll's attractive flower beds in front of the storeroom. His flowers have made a welcome and lovely spot of color in the yard this summer.

Doc Watson and Mrs. Doc are enjoying a much needed rest at Onset. Doc says he expects to become intimate with all kinds of fresh air birds that pass his way. During his absence, Ralph Kolseth will be in charge of FBP during the day and Howard Everett will have charge at night.

Rob Roy, our good friend, has found it very hard to keep away from us for any great length of time, so when he got lonesome right in the middle of his vacation he could not resist coming back to see us. Bob, we sure appreciate your thoughtfulness. When are you going to take the rest of it, Bob?

My $14.00 auto horn having left my brand new Maxwell for parts unknown, and having done so without my knowledge or consent, I hereby give notice that I will not be responsible for anything that might happen to it—not even if I hit a cop. It won't be my fault, for I left the darned thing safe in under the hood one night a short time ago and it wandered off with some stranger entirely without my knowledge and I did not learn of my loss until after I nearly knocked a cop over and could not give him warning. These here autos sure are pretty pesky critters. Ask Dick Stoddard; he knows.

Most special attention is called to the visit at FB of a life-long friend of Charlie Derry. There was a big reception and fireworks under the personal direction of Mr. John Sheehan. Bouquets were passed quite freely by a number of the guests and were very nicely returned by Charlie's friend, Mr. Woodpussy. The reception was held in the glade adjoining our forewarding department. Many very prominent members of our official family were there and took an active part in the ceremonies.

Another new Fordson Tractor has been added to the fleet at FB. Tractors and electric trucks are doing a vast amount of work at FB that only a very short time ago required a lot of manual labor. These tractors and trucks work inside and outside the mill. A 10-ton elevator has been installed of a size large enough to convey these trucks from floor to floor. A ramp has been built to allow them to reach our new storehouse where thousands of shingles and rolls of roofing are stored to meet the demand for roofing products.

Some few evenings ago our old friend King Tut started for home with a load (of wood) under the directions of Tony Milos and his caravan. Everything went fine until they started up hill, when, through a shift of cargo or faulty stevedoring, they found that there was too much weight on the rear end of the truck. This became quite noticeable when the rear end started to sink and the front end to rear up in the air. Tony can drive his flivver truck under all kinds of conditions, but he wants to have at least three wheels on the ground at all times.

Chicago

The paint job on our five-ton truck surely takes back two years in the age of it.

Schultz was down last week from "the wide spots in the road," as he calls the Wisconsin towns he covers.

Charlie McEachren must have dressed in the dark one morning this week—did you see that tie with the stripes?

We started two machines again on August 19 and celebrated by both machines running for a "non-stop" run.

Stafford, our cashier, remembered the crowd here by sending a large northern pike for dinner one day while on his vacation.

Dan Higgins was in this week with a report that the corn crop is looking better than it did, which must make the boot-leggers breathe sighs of relief.

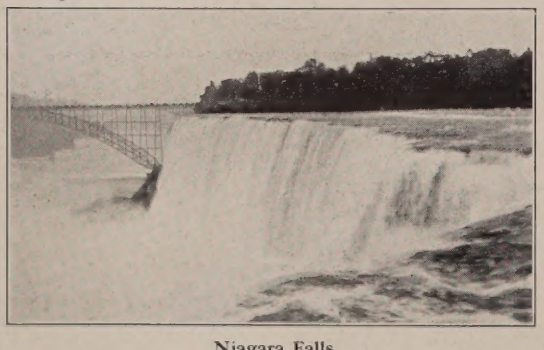
"Dutch" Jansen's 14 on the 18th hole at Palos Park Golf Links cost his threesome the drinks last Saturday. It was a "non-hole" record run while it lasted.

Although most flappers seem to think that the best thing to do to a nose is to powder it, Specht says: "They should better keep it out of other people's affairs and off the grindstone."

M. L. Jones comes to bat with a 150 square job of Built-Up on the Fred Brown Building at Fort Smith, Ark. and Harry Prinzler reports an order for a factory roof in Albany, Ind., of 112 squares.

Earl Clark says that while the one-piece bathing suits the girls are wearing may have no hooks, they certainly don't lack for "eyes." Well, Earl should know—he has been down at Gary Beach all summer looking them over.

Bob Thurston says that a scientist has calculated that the eyelids of an average man open and shut no fewer than 4,000,000 times in the course of a year. Bob feels, however, that in the course of a year a man certainly sees a lot of things he has to wink at.



Niagara Falls
Taken by One of Our Chicago Office Girls

Bert Thompson (on left)
Northern Representative, Hamilton, with a Day's Catch

W. F. Heine, our Northern Illinois salesman, dropped in for a few hours one day last week. He looked as big and prosperous as ever.

Massachusetts lost to Arkansas last Sunday morning at Jackson Park in tennis when Messrs. Hird and Hanna were beaten by Roberts and Dobbins 6–4, 6–4, 13–11.

The Mill Radio will be in operation soon in the Brigade Room. This has been obtained through donations here. We all should benefit by the noon-day addresses that are broadcasted daily.

We already have three foursomes lined up for the Handicap Golf Match to be held Saturday afternoon at Palos Park. We expect the Floor Covering Office to be represented by Bill O'Connell and W. K. Smith.

John Matcha and Red Ahrens are on the Blowing Plant Operations, now that Joe Bloskey is on his vacation. John has reached a point where he can work the penetrometer as he does a radio set, and that's pretty good, so they tell us.

They say a man will wear "loud" colors before he is married but marriage soon tames his taste. At least the aforegoing appears true in view of the brilliantly hued sweater that a certain young man's wife made for him and which is now being worn under, rather than over his top shirt.

Hamilton

We were glad so many of the American Salesmen called at the "Neponset Home" Toronto Exhibition.

Barney Barnsdale, who has been representing us in the West this summer, blew in the other day. He says he has gained six pounds, and we don't doubt his word.

George M. Graves, former Purchasing Agent for Bird & Son, inc., East Walpole, paid a short visit to our plant on the 19th. We were all glad to renew old acquaintance.

Accepted Suggestion

Boring bar cooling section — S. Pearce

Bill Mutch recently went on a trip up through Nova Scotia with A. McM. Staples, alias "Sandy," our representative in that territory. According to reports, Bill was kept busy visiting various towns, and the dealers found his suggestions very helpful, but with Mr. E. Shaw of our dealers, Shaw, Mason, Sydney, he managed to get in a little recreation. They went up the Margaru River for some salmon fishing, and Bill, who had never held a salmon line in his hands before, proved the best fisherman of the crowd. He landed a 14-pounder.

FLOOR COVERING PLANT

Norwood

It seems rather natural to see Vander Pyl fussing around test tubes and such in the laboratory. John Selden has taken over his duties in the Undercoat Department.

Macaroni Eating Contest, Hamilton Picnic

Lawrence Haskell is now occupying a desk in the office and is busy compiling the figures which help in running the plant.

Sidney Taylor has joined Jim Stowell's forces, and Bigelow, formerly of the Machines, is also a newcomer in the Finishing Department.

All summer the Oil Boiling plant has presented a most attractive appearance with an old-fashioned garden of nasturtiums, begonias, phlox, mignonette, pansies, adding a note of color and beauty to the further entrance to the plant.

We knew that Ernest Bentley of FFN liked to sit in a good soft seat, but we wonder if he meant to sit in that tub of heavy bodied oil. It made us think of some of the antics of Charlie Chaplin, as he arose very hastily.

We have always thought that Frank Sutherland was a very live wire. Imagine the shock that came near knocking us also out when, riding through a town not so very far from East Walpole, we came to the intersection of two streets which New Englanders call a square, and saw the name "Frank Sutherland Square" on a sign-post, and hanging thereon a somewhat dilapidated wreath in his memory.

"Studebaker" Quackenbush has, on September 6, had a "light six" Studebaker come to live with him,—weighed six pounds.

Andrew Center is the proud father of a baby girl.

There was a great sensation in East Walpole Wednesday morning, September 24, 1924. An animal entirely strange to these parts was captured. An albino. This creature had been marauding for some time. There had been rumors of its having been seen, but no one would believe the others' stories. However, on this morning, the cat caught it, a pure white native mouse, pink eyes and nose. It all happened in "Al" Jenkin's pantry.

Superintendent Wight was missing one whole morning recently. When he came in, we gave him both hands in congratulation. 'Twas a baby girl, and he wears the ineradicable smile.

J. E. Stowell is given charge over both finishing departments.

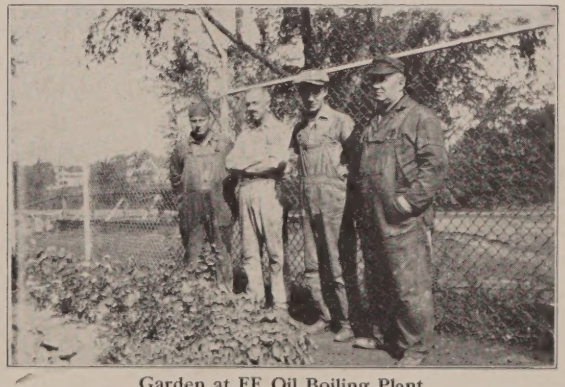
Francis W. Smith is hereby given the glad hand of welcome to FF office, where he is to do special work for PW.

OFFICE AND SALES

Antonia Dorning has transferred from the Service Department to the Floor Covering Records.

George Driscoll, who has chaperoned the mail sacks and answered the messenger's buzzer in the Main Office for nearly a year, has joined the No. 1 Box Shop forces as stencil man and clerk for the Stapling Crew.

Deciding that the constructing of millinery was more fascinating than the compiling of statistics, Miss Dacey has left us, and Agnes Geary has transferred from the Building & Roofing Records to take her place.



Garden at FF Oil Boiling Plant
Wm. Colmer, Jesse Ghen, Antonio Sansone, Joe Uzdowinis

Dagmar Peterson is a newcomer in the Service Department whom we are glad to welcome.

Mrs. Nan Douglas, a popular member of the Dictaphone Department, has left us to accept a position with the First National Bank of Boston.

John Sullivan has started at the bottom of the ladder in his business career. He is the new office boy.

We are glad to welcome Katherine Mullens to the Service Department.

Southern Division

Very varied and interesting were the vacations of the members of the Southern Division Sales force.

Mr. and Mrs. VanHoy made a trip through New York and Canada. They had a delightful visit with the folk at the Hamilton mill, and saw a number of our salesmen at the Toronto Fair. Our exhibit here, they found excellent. On their return, they expressed their deep appreciation of the many courtesies that were extended to them by the Canadian members of the Bird family, both at Hamilton and at Toronto.

Mr. Chittenden acquired "vim, vigor, and youthful vitality" at one of the army training camps.

Mr. Blair stayed home in Washington, D. C.

Messrs. Brooker and Rouque had a most enjoyable rest at home in Columbia, S. C.

Mr. Thompson spent the holidays at Washington.

Mr. Kilham and his family had a wonderful summer at Willoughby Beach, Va.

Jack Alcott, our Staff Artist, was much surprised to see a copy of the *Neponset Review* way up in Alstead, a town which is "over the hills and far away." Jack and his father, who were vacationing in that part of the country, stopped for the night at a small inn, and on the desk was a copy of our paper. Inquiry disclosed that Mr. Currier, the proprietor of the establishment, was also our dealer in the district, which accounted for his possession of the paper. It was almost like meeting an old and well-liked friend in a far country.

NEW ENGLAND WEEK

New England Week has just closed and the Building and Roofing Mills have shipped 50 per cent greater tonnage this particular week than the weekly average tonnage. Furthermore, the tonnage shipped this past week has been greater than any other week this year.

There has just been issued a special bulletin to the salesmen of the Building and Roofing Division, which we quote:

Mr. and Mrs. Van Hoy Vacationing in Canada

ALL RECORDS BROKEN

The total tonnage of roofing products shipped from our Building and Roofing plant at Norwood, Massachusetts, for the first seven months of 1924 exceeds by 20 per cent the tonnage shipped for the first seven months of 1923.

Our sales of all shingles for the first seven months of 1924 exceed the sales of all shingles for the first seven months of 1923 by 26 per cent.

An examination of the sales for the first seven months of 1924 compared with the first seven months of 1923 shows that: shipments of NEPONSET Twin Shingles have increased more than 20 per cent; shipments of American Fours have increased practically 100 per cent; shipments of Proslate Fours have increased 42 per cent.

Shipments of all waterproof building papers have increased 16 per cent and if we count unshipped orders, have increased 30 per cent.

Our sales of all shingles for the first seven months of 1924 exceed the sales of shingles for the entire boom year of 1920 by about 72 per cent.

Our 1924 sales of shingles alone will probably show an increase over the shingle sales for the boom year of 1920 of 225 per cent—Some Shingle Increase!

This record is the logical result of the best dealer connections, which we keep year in and year out by means of enterprising and trustworthy salesmen; a safe and sane advertising policy; an endeavor to improve constantly our sales service; a perfection of manufacturing methods which guarantee absolute quality; and a mutual confidence between dealers and ourselves founded on many years of close co-operation.

One of the things that has made this record possible is the great interest which the mill has taken in the work of the Sales Department.

The following is an example of what we mean—we might speak of this as super-service:

Late Monday afternoon, September 15, one of our dealers telephoned for some Super-Twin Shingles. We had none in stock.

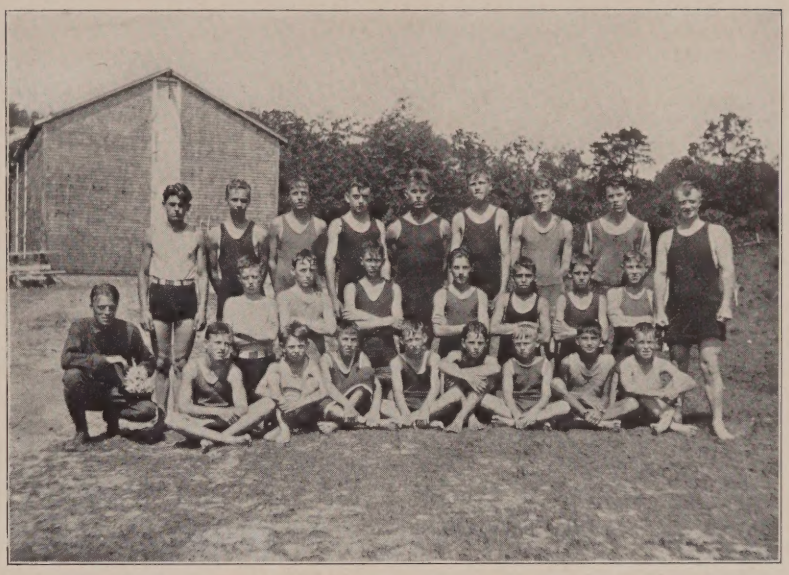
At midnight Monday, the mill started a run of Super-Twins. At 6.30 A. M. Tuesday the dealer's truck called for a supply of shingles, which were loaded and on their way before 7.00, and *they were applied* by the dealer's customer *on a roof before noon.* Some Service!

EAST WALPOLE BOY SCOUTS AT CAMP

On Sunday, August 23, twenty-three scouts, spick and span in their uniforms, started off with Scoutmasters Lindequist and Murray for their annual week at the Old Colony Council Camp at Manomet, Mass. They arrived just in time for dinner and you should have seen that bunch of young huskies stow away food.

There were one hundred and twenty boys in camp and soon our fellows were exchanging greetings with scouts from other troops.

A regular program was followed each day giving opportunity for all sorts of activities and instruction.



ORDER OF THE DAY

6.55, First Call; 7.00, Reveille; 7.05, Setting up Drill; 7.40, Mess; 8.15, Police; 9.15, Tent Inspection; 9.30, Scout Craft; 11.00, Swim—Salt Water; 12.00, Mess; 1.00, Siesta; 1.30, Letter Writing; 2.00, Organized Recreation; 4.30, Swim—Fresh Water; 5.00, Drill; 5.30, Personal Inspection; 5.40, Retreat; 6.00, Mess; 7.00, Liberty; 8.30, Camp Fire; 9.30, Tattoo; 9.40, Taps.

Perhaps the most popular hour came at 8.30 when all gathered around the camp fire and told stories, sang together, or put on stunts which contributed to the gaiety of the crowd.

During organized recreation on Tuesday an athletic field meet was held under the direction of Mr. Murray. It was a tent competition and East Walpole carried away first honors. All through the week our boys made a good showing in the camp activities, and many individual tests were passed. One youth brought back ten new merit badges and another, nine.

Scout Executive MacKeller, who is well-known to many East Walpole folk, was Camp Director, and he was assisted by Mr. Barcelo, Mr. Hutch, instructors in life saving and swimming, Sergt. Brundge, of the U. S. Army, physical director, and Mr. White, formerly of the U. S. Navy, as sanitary officer and cook. All visiting officers gave instructions in subjects with which they were familiar.

Tanned and happy the boys came home refreshed after their new experiences and enthusiastically making plans for the "next year."

WHAT IS A BOY?

He is a person who is going to carry on what you have started.

He is to sit right where you are sitting and attend to those things you think are so important when you are gone.

You may adopt all the policies you please, but how they will be carried out depends upon him.

Even if you make leagues and treaties, he will have to manage them.

He is going to sit at your desk in the Senate, and occupy your place on the Supreme Bench.

He will assume control of your cities, states, and nation.

He is going to move in and take over your prisons, churches, schools, universities and corporations.

All your work is going to be judged and praised or condemned by him.

Your reputation and your future are in his hands.

All your work is for him, and the fate of the nation and of humanity is in his hands.

So it might be as well to pay him some attention.

—Reading Bulletin.

WHEN AN ORDER IS NOT AN ORDER

Maybe you've always thought that "orders is orders." Well, they "ain't."

"An order for $1,000 from one who is not entitled to credit in excess of $200 is not an order, it is a grievance."

"An order for new account, without reference, is not an order, it is a clog in the wheels and may become a source of bitterness."

"An order not plainly or correctly written is not an order, it is aggravation."

"An order that does not show every agreement and every special condition entered into between the salesman and the customer is not an order—it is a breeder of misunderstanding and dissension."

BASEBALL

Our team played the best kind of ball during August and September, but seemed to get the worst end of the breaks. The teamwork and good sportsmanship of the Bird & Son, inc. team was manifest on August 29, when we had a game scheduled with Hollingsworth & Vose Co. Through a misunderstanding of the managers, Hollongsworth & Vose did not show up, but the

Harold Higgins and Fred Duncan
These fellows piloted our baseball team through the second half of the league season

Bird & Son, inc. Baseball Team was out, full force, fourteen in all.

The game was called and forfeited to Bird & Son, inc., score 9–0.

Hollingsworth & Vose Co. sent a protest to the President of the League. A meeting of the Directors of the abandoned Walpole League was called, but we understand the Norwood Directors were not notified. They should have been as the game was in the Walpole–Norwood League. The directors present voted to have the game played.

The two managers arranged to play September 11 at the Norwood Civic grounds. After an uphill fight and many decisions by the umpire that seemed to be very much against our boys, they tied the score in the last inning.

Without losing more time it was immediately arranged to play the tie-off the next night on the Bird School grounds. Hollingsworth & Vose won this game, 7–6. Both teams were very evenly matched in both games. Our boys missed the services of Captain Duncan and Bill Murphy had the use of only one arm which handicapped the team considerably.

The season was not a total loss for our boys as they won the championship of the Walpole–Norwood League. As yet the directors of this League have not awarded the prizes. We hope they will be forthcoming within a short while.

ECHOES

If you can't have things done your way, jump in and do your darndest to get them done the other way.

"A particularly good workman always seems to have a particularly good job."

—Forbes.

TENNIS

Due to the heavy rains last month, the Tennis Tournaments were delayed and, in some instances, crippled. Several of our new members have not caught the spirit of a real live tournament. The privately arranged matches seem to have first choice.

The deciding matches of the singles series will be played off within a short time now. So far Gene Sawyer has had rather an easy journey toward the championship, but Dick Floyd has displayed some excellent tennis, and the deciding match ought to show some good play.

The doubles advance slowly, but with the warmer and drier weather of the last few weeks, the courts have been well occupied with quartets playing off their matches.

VETERANS' ROLL OF HONOR

We give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during August and September together with the names of our veterans who complete over 20 years' service.

			Yrs.
John H. Maguire	Main Mill	October 12, 1882	42
John Cullinane	Main Mill	October 26, 1889	35
Dan Henderson	Phillipsdale	October 11, 1893	31
John Dower	Maintenance	October 1, 1895	29
Charles T. Derry	Bldg. & Rfg.	October 12, 1897	27
H. L. Engley	Drafting	October 9, 1901	23
William Lewis	Maintenance	October 1, 1919	5
Joe Mendes	Phillipsdale	October 3, 1919	5
Nicola Benedette	Floor Covering	October 6, 1919	5
Nordeo Ekabello	Floor Covering	October 8, 1919	5
Raffaele Capone	Floor Covering	October 8, 1919	5
A. Alexander	Chicago	October 17, 1919	5
Kazmis Blazonis	Main Mill	October 20, 1919	5
Silvio Tronti	Floor Covering	October 20, 1919	5
Phillip Saniac	Main Mill	October 27, 1919	5
Joe Uzdowinis	Floor Covering	October 27, 1919	5
H. Jansen	Chicago	October 27, 1919	5
Michael McColgan	Floor Covering	October 29, 1919	5

NO ACCIDENT WEEK

October 6th to October 11th

THINK SAFETY AND

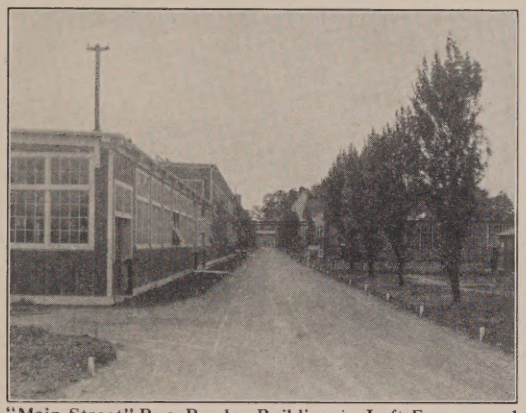
HAVE A CLEAN RECORD

IN ALL DEPARTMENTS

NO ACCIDENTS THIS WEEK

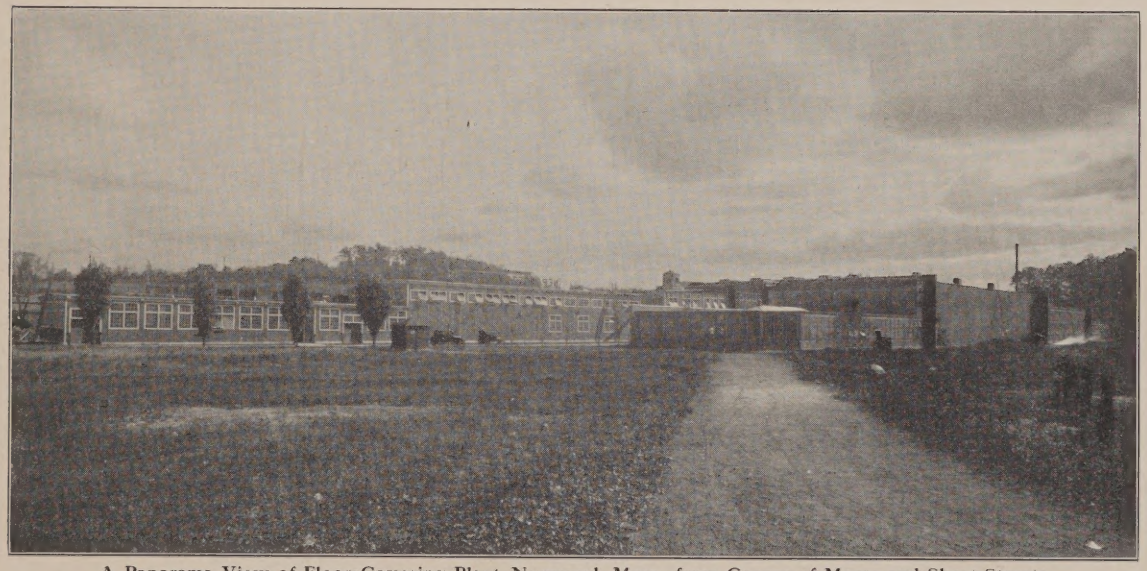
KEEP IT UP

NEPONSET REVIEW



"Main Street" Rug Border-Building in Left Foreground

NEPONSET FLOOR COVERING NUMBER



A Panorama View of Floor-Covering Plant, Norwood, Mass., from Corner of Morse and Short Streets

BIRD & SON, inc.

EAST WALPOLE, MASS.

Norwood, Mass. Phillipsdale, R. I. Chicago, Ill.,
New York Hamilton, Ont. Pont Rouge, Que. Canada

View of Buildings from Pleasant Street Looking West

Vol. XII. NOVEMBER 1924 No. XI.

OUR FLOOR COVERING DEPARTMENTS

ALL SHOW LARGE INCREASE OVER PREVIOUS YEARS

DURING the past year while many lines of business throughout the country have been slow, and production in many plants entirely stopped or greatly curtailed, Bird & Son's business has gone merrily on in practically every department, not the least of which is our Floor Covering. As many of our readers will recall, last December the large addition to our Floor Covering plant was put into operation. This addition meant an eighty-five per cent increase in our production at this plant.

Production has been continuous on every machine throughout the year. The manufacturing departments have done a wonderful job, yet our warehouse stocks are at a very low amount.

The sales in September were greater than in any other month in the history of the business and October shipments are running heavy. In view of the remarkable records made by the Sales Departments and dealers in selling the goods, we are devoting a section of our magazine to them that they may tell us and show us how it was done.

EASTERN FLOOR COVERING SALES

Shows Large Sales Increase

THE *Review* has asked us for a few words about what has happened in the Eastern Division so far this year. Naturally, the first thought that comes to our minds is the volume of business done.

The task that confronted us at the beginning of the year was to sell our proportion of the increased production from the new rug plant. This we have so far done. Our sales are approximately $\frac{2}{3}$ greater this year than in 1923. Credit for this must be divided among several causes and conditions: a more efficient sales organization; a greater number of salesmen covering territories more closely than before; a more attractive line of merchandise as regards quality, appearance, patterns, and selling arrangement; and our Sales Service Department, through which we are able to give merchants better cooperation and help in the question of advertising, circularizing consumers, suggestions for window displays, electros, and all other matters pertaining to the promotion of their business.

Coincident with this growth in sales is the growth in number of valuable customers who are now buying our merchandise. At the same time, we are very fortunate in being able to retain practically all of our former accounts. This is particularly gratifying to us because it is our wish to give our customers such merchandise, service, and cooperation that we may rely upon their business as permanent.

We take this opportunity to express our thanks to our customers, and to the other departments of Bird & Son whose cooperation at all times has enabled us to build up our business to its present position.

W. B. Rogers, Jr., Eastern Sales Manager.

THE SALES SERVICE DEPARTMENT

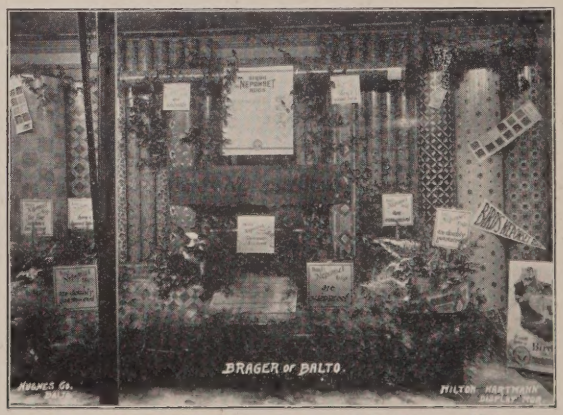
OVER 5,000 separate individual tasks have been completed for those Bird's NEPONSET Merchants who have given our Sales Service Department the opportunity to cooperate during this past year.

These tasks have ranged from writing copy for direct-by-mail sales letters, for newspapers and for catalogues, to practical suggestions for departmental and window displays that have increased sales anywhere from 100 to 500%, consumer contests, trade, city, state exhibitions, etc.

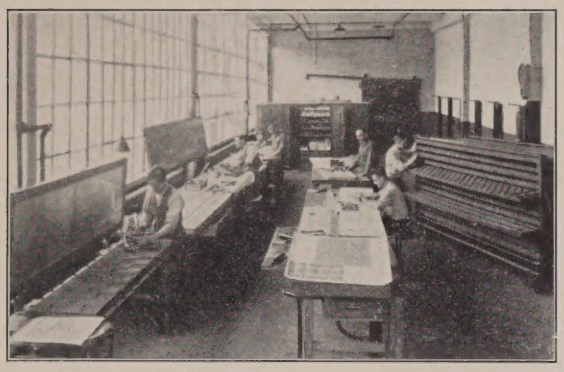
Because of the hearty response from Bird's NEPONSET Merchants, it became necessary during the past year to establish Sales Service in our Western Office in addition to that at East Walpole.

It is this type of practical sales service gathered from constant field work in all parts of the country, supervised by experienced advertising and display specialists, that is offered free to all Bird's NEPONSET Merchants.

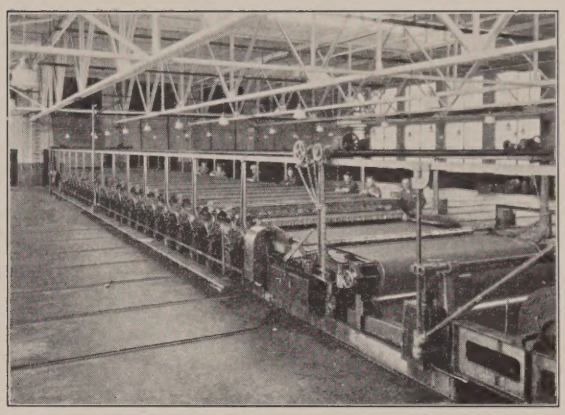
This Window of W. G. Shaw's Quincy, Mass. Brought Results
Arranged by J. W. Kelley



A Winning Window—Brager of Baltimore, Md.



Our Block Cutting Department
Here the Printing Blocks for Our Many Patterns are Cut



One of Our Mammoth Printing Presses Where the Rugs and Floor Coverings are Printed

WESTERN DIVISION SALES

Unusual Growth Due to Many Factors

SUGGESTION has been made that this special floor covering edition of the *Neponset Review* have a few comments concerning the growth of the Western Division.

We are very pleased and proud to look back upon the progress of our division.

Because of the loyal support of our dealers old and new, the splendid work of our sales force, the remarkable improvements in the Neponset patterns, the unusual accomplishments of the Manufacturing Department in increasing the quantity and quality of our rugs and floor covering, because of all these important factors and many others the Western Division has made a fine record.

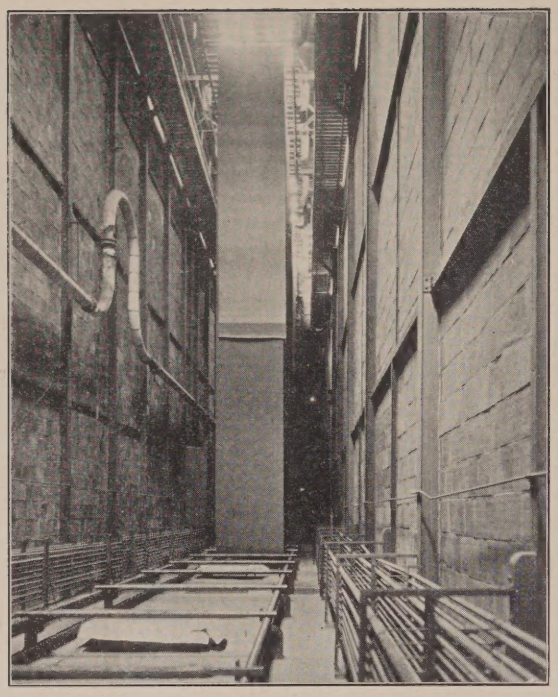
Sales have increased, dealers have increased their profits on Neponset, office and warehouse accommodations have been expanded and the good work is still going on.

We are glad to greet the dealers of Neponset products who may read this edition of the *Neponset Review*. We extend to them best wishes of the Western Division for an unusually prosperous season.

We also want to thank publicly the other departments of Bird & Son who have co-operated so splendidly in bringing our company nearer its goal of fine service and success.

R. W. Westcott,
Western Sales Manager.

An Attractive Window of The Fox Furniture Co., Newton, Mass., Which Recently Attracted Much Attention
Featuring the New Nursery Pattern



One of Five of Our Huge Drying Ovens After Receiving the First Coat of Paint, Two and One Half Miles of Floor Covering is Dried in Each Oven

COMMENTS BY SALESMEN

The dealers of my territory have highly complimented Bird & Son on patterns 800, 801, 810 and 782 as well as our new 814 patterns. The dealers claim these patterns make our line complete and they agree there is no home too modest to afford them and no home too fine to use them. Mr. W. J. O'Connell.

Neponset sales have been unusually successful in Chicago as a result of work done a little better than seemed necessary. The majority of buyers did not acknowledge defeat but always made use of it. Never mind the business outlook but be on the lookout for business. Mr. C. B. Miller.

J. L. Hudson Co., Detroit, Michigan, have started felt base for the first time in the history of the store. Mr. Neydon, buyer of the Carpet Department, is very well pleased with the way Neponset is moving, in fact, so well pleased that he is figuring on giving it the larger section in the Carpet Department after the new fifteen-story building is completed. This store is one of the most exclusive department stores in the country.

Everywhere the new Neponset rug patterns are laying the foundation for a successful fall and spring sale. Mr. H. L. Newman.

Iowa farmers with taller corn and fatter hogs, are prosperous, and merchants throughout the state anticipate a steady growth of business. I. O. Way.

Mr. H. R. Smith, who is working in the Northwest with Mr. Tyson, recently made a few calls in Fargo, North Dakota. His comments on this town were as follows:

"Owing to the publicity given by the newspapers to the apparent good condition of the Northwest, a whole army of floor covering and furniture salesmen is arriving daily. This town is flooded with them. Soon they will have to wear buttons to keep them from selling to one another."

Mr. Shirley, buyer in the Carpet Department for J. Brushaber Sons, Detroit, Michigan, claims that they are selling more Neponset than ever before. They have had wonderful window displays, also large ads in the Detroit papers which prove the well known saying that it "Pays to Advertise." They have taken every advantage of our 50–50 advertising plan and the result is that they have done an enormous floor covering business and have stimulated business in other departments in the store." Mr. H. L. Mehlman.

Our distribution here in the Northwest, outside of St. Paul and Minneapolis is almost entirely through our jobbers. We have five jobbers in the Twin Cities and one in Duluth who are featuring and pushing Neponset. In the Twin Cities, nine of the larger department and furniture stores are devoting all or most of their space to our line. The most gratifying results of our first year in the Northwest are the reports we get from satisfied customers. Everyone who has put in Neponset is continuing with it on a larger scale. Out of fifty country dealers called on last week by Mr. Smith, only sixteen did not handle Neponset.

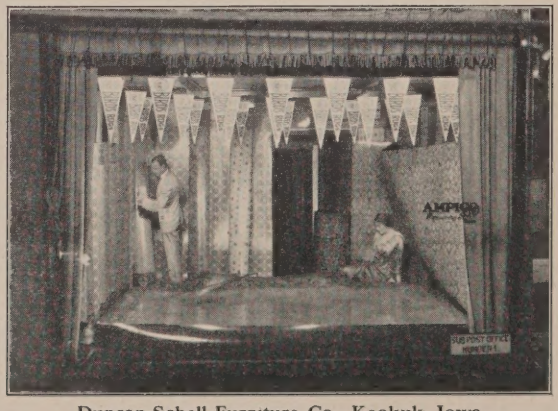
Our 50–50 advertising and minimum resale prices appeal to all dealers who wish to carry quality merchandise and make a fair margin of profit.

The prospects for our fall business are very bright. We have just harvested a very large crop for which the farmers are going to receive top prices. Mr. C. E. Tyson.

A newspaper in Keokuk, Iowa, prints the following:

"WINDOW FULL OF WATER IS UNIQUE ONE —Something unique in the way of window displays is attracting attention at the Duncan-Schell store, where in one window there is a real lake with turtles swimming around in the water. The lake is made of Neponset floor covering material made by Bird & Son and shows in an attractive and unique manner the durability and waterproof qualities of the covering. The window has attracted much attention Saturday, Sunday and today, since it was installed under direction of Mr. Newman."

Window Display at Ginsbergs, Des Moines, Iowa



Duncan-Schell Furniture Co., Keokuk, Iowa

With a bumper crop of cotton about to be harvested, Neponset is going to go over big in Arkansas this fall. Mr. M. L. Jones.

Indiana people have the right idea—they put Neponset on the banks of the Wabash, and the money they save in their own banks. Mr. I. L. Ayers.

Not only is Texas the biggest state in the Union but the per capita purchases of Neponset will be biggest as well, according to my dealers. Mr. C. B. Rubicam.

It is rumored the Navajo Indians have decided to give up rug making. One look at the new Neponset patterns for fall made up their minds for them. Mr. R. D. Carlisle.

Prospects are bright in Tennessee. With a new jobber in the field, BIRD'S Neponset is being placed in every first class floor covering department. Mr. S. E. Williamson.

The Chicago jobbers who have begun with Neponset goods express themselves as well pleased because by reason of the quality they are confident repeat business will follow every sale. Mr. W. K. Smith.

Not only the leaves fall in the autumn—merchants all over my territory are falling for Neponset because if they do not they realize they will fall out with their customers. Mr. J. F. McKone.

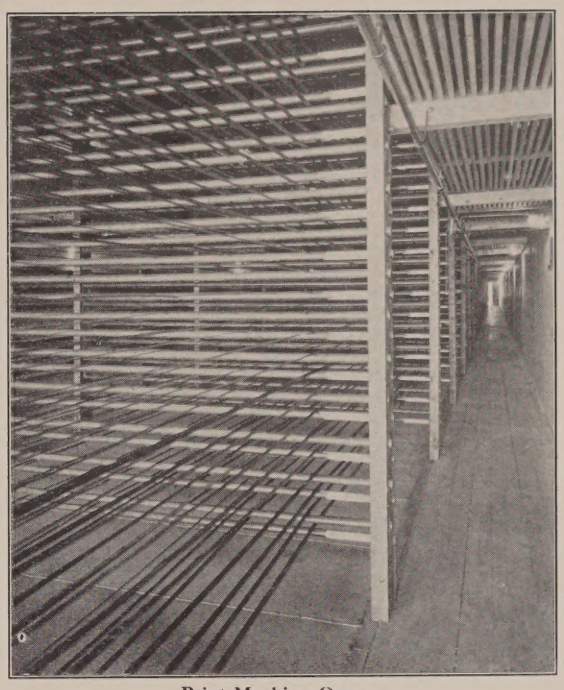
Just what can be done with 50–50 advertising has been clearly demonstrated in Louisiana. Many dealers have increased their business many fold through a judicious use of hand bills, circulars and newspaper ads. Mr. R. D. Peterson.

My accounts are very much pleased with the Bird's Neponset Advertising boost that became effective during the peak of their fall season. It certainly has increased orders as well as the number of fill-ins. Mr. E. F. Perschke.

The big ones have been falling in line, especially in Milwaukee. My dealers are becoming more and more impressed with our merchandise, and are recognizing the inevitable increasing demand for Neponset floor covering. Mr. W. T. Somers.

It is a well known saying that when the farmer buys a thing, he sees that he gets the best there is. This, no doubt, is the explanation of the fact that Neponset business in Kansas and Nebraska is growing by leaps and bounds. Mr. J. F. Mettam.

I look for a wide distribution of Neponset in the town of Cicero, sold through Samuel Fink. Last year his purchases only amounted to $351.00. This year his purchases have run up close to $9000.00. He advertises extensively in his community, and is the only dealer on the



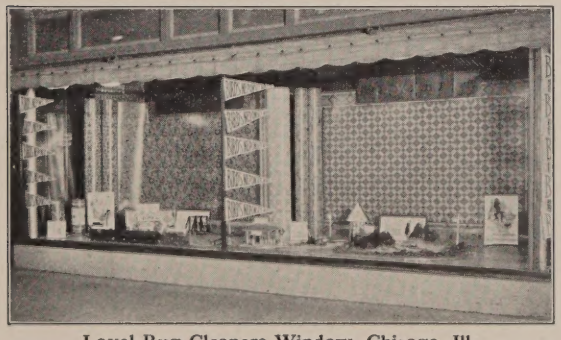
Print Machine Ovens

There are Eighteen Ovens the Same as the One Shown Above The Ovens are 180 Feet Long and Each Sheet is Dried in a Separate Compartment

southwest side that advertises in the street cars. He has fifteen house canvassers selling Neponset taking in Maywood, La Grange, Argo, Summit, Lyons, Berwyn, Melrose Park and the town of Cicero. Mr. F. P. Smith.

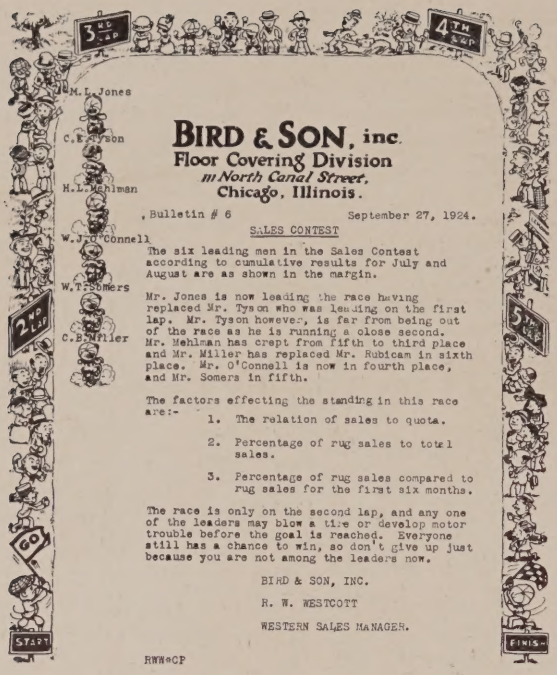
From the short time I have been in this territory, and from the observations made, I am constrained to believe that we salesmen, in the South, have got to know our customers in order to get our share of the Felt Base business for Neponset. We have the goods; we have the terms; and the best thing to get an order is friendship or "Know Your Man." If, when you walk into his store, he instantly knows you and says, "Why, hello! old man or young fellow" (whichever the case may be), "I am glad to see you," or if he calls you by your name—then if there is any chance of business being good the order is yours for the asking. M. B. Garnett.

It may be of interest to know the results and general effect of "New England Week" in the Boston territory. In almost every instance the larger and more progressive retail dealers got behind the "Week" idea enthusiastically. Nearly all the larger accounts ran more or less 50–50



Lovel Rug Cleaners Window, Chicago Ill.

Southern Furniture Co., Richmond, Va.



M. L. Jones
C. E. Tyson
H. L. Mehlman
W. J. O'Connell
W. T. Somers
C. B. Miller

BIRD & SON, inc.
Floor Covering Division
in North Canal Street,
Chicago, Illinois.

Bulletin # 6 September 27, 1924.

SALES CONTEST

The six leading men in the Sales Contest according to cumulative results for July and August are as shown in the margin.

Mr. Jones is now leading the race having replaced Mr. Tyson who was leading on the first lap. Mr. Tyson however, is far from being out of the race as he is running a close second. Mr. Mehlman has crept from fifth to third place and Mr. Miller has replaced Mr. Rubicam in sixth place. Mr. O'Connell is now in fourth place, and Mr. Somers in fifth.

The factors effecting the standing in this race are:-

1. The relation of sales to quota.
2. Percentage of rug sales to total sales.
3. Percentage of rug sales compared to rug sales for the first six months.

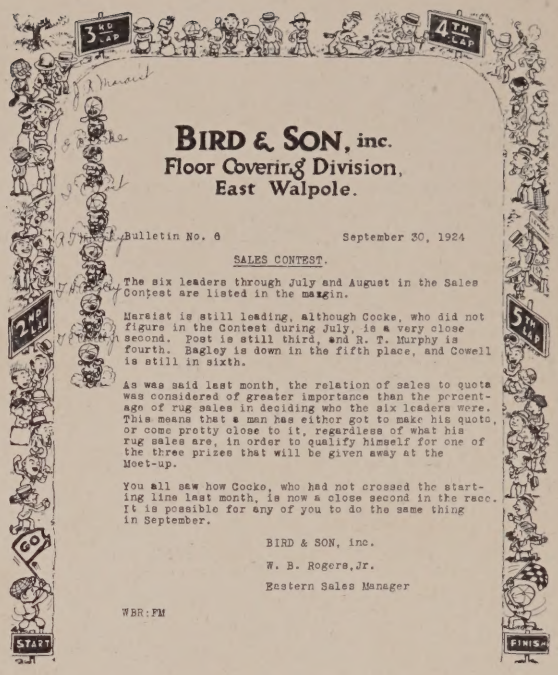
The race is only on the second lap, and any one of the leaders may blow a tire or develop motor trouble before the goal is reached. Everyone still has a chance to win, so don't give up just because you are not among the leaders now.

BIRD & SON, INC.

R. W. WESTCOTT

WESTERN SALES MANAGER.

RWW:CP



BIRD & SON, inc.
Floor Covering Division,
East Walpole.

Bulletin No. 6 September 30, 1924

SALES CONTEST.

The six leaders through July and August in the Sales Contest are listed in the margin.

Marcist is still leading, although Cooke, who did not figure in the Contest during July, is a very close second. Post is still third, and R. T. Murphy is fourth. Bagley is down in the fifth place, and Cowell is still in sixth.

As was said last month, the relation of sales to quota was considered of greater importance than the percentage of rug sales in deciding who the six leaders were. This means that a man has either got to make his quota, or come pretty close to it, regardless of what his rug sales are, in order to qualify himself for one of the three prizes that will be given away at the Meet-up.

You all saw how Cooke, who had not crossed the starting line last month, is now a close second in the race. It is possible for any of you to do the same thing in September.

BIRD & SON, inc.

W. B. Rogers, Jr.

Eastern Sales Manager

WBR:FM

advertising; others supplemented their 50–50 advertising with attractive and instructive window displays, and one of the dealers in Boston presented our movie, "The New England Home," twice daily throughout the week in their store.

Although no "special price" merchandise was offered during the week, all the dealers reported a surprisingly good volume of business, furthermore that the buying public manifested a keen interest in, and a desire for, "New England Made Products," which is still apparent although the week has long since passed.

Several dealers have suggested numerous ways in which we can cooperate with them in putting over the week idea next fall, and are already making plans for a bigger and better "New England Week" in 1925. R. B. Wadsworth.

The various departments of the C. F. Wing Co., New Bedford, Mass., have recently organized a bowling league which meets regularly once a week. Their teams all have names and I am glad to say that the team representing the floor covering department is called "The Neponset."

The other teams are "Gulbransens," "Wearevers," "Glenwoods," "Victrolas," and "Radiolas."

We congratulate the C. F. Wing Co. of New Bedford whose organization celebrated the Fiftieth Anniversary on October 23, 1924. May each succeeding year be more successful.

The C. F. Wing Co. New Bedford Mass.

In general I find the dealer who believes in advertising his merchandise under his own name, and who is not stingy with newspaper space, is the one who wins out above his competitor.

Our 50–50 newspaper advertising with the dealer has proved time and time again more effective than national advertising. Here are examples:

The Central Furniture Co. Louisville, Ky., uses our 50–50 proposition on a large scale. They have sold more Neponset floor covering than all the stores in Louisville handling competitive lines and depending on national advertising to sell their lines.

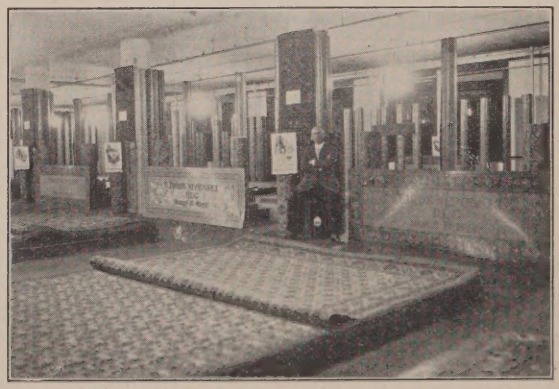
The Fair Store, Cincinnati, O., when using our 50–50 proposition does wonderful business in all departments, but they cannot get the newspaper space at all times on account of being a chain store.

The more 50–50 advertising we can sell to the merchant, the more merchandise can be sold in his store.

Thanks to the Sales Service Department for its wonderful work and for our 100% service to the dealers. H. B. Lane.

The Gavitt Furniture Co. of Westerly, R. I., recently took on the Neponset line and in their opening sale featured a Duck Window as arranged by the Sales Service Department.

They report that everything was fine but for the fact that a large rat, being attracted by the jam that was spilled



The "Neponset" Section, Pfeifers Providence R. I

on a rug to" show the stain-proof qualities of our merchandise," made his way into the window and spoiled the picture for a short while.

Needless to say, the animal caused some excitement until it was driven back where it belonged.

PUT ON ANOTHER BAND

Recently we received a letter from the "Rochester Furniture Company" which impressed us as being quite instructive.

A part of that letter reads as follows:

"When we opened our demonstration sale, the 22nd of September, we had laid out a complete advertising campaign for the week consisting of circular letters, sidewalk tests, signs on truck and two full-page ads in the local newspaper. The first three days of the sale did not come up to our expectations.

"Apparently, no reason could explain it. Our Mr. Breslaw remembered the following story: 'A few years ago a hotel was being erected in New York City and before it was completed the owner was obliged to make a trip to Europe. The manager was left in charge with instructions to keep the owner posted. The hotel was completed; proper interior decorations had been made; sufficient help hired; plenty of illumination; an impressive lobby; music night and day, but no business. The manager so advised the owner who was still in Europe. The reply came back: 'Put on another band.'

"This is just what we did. When the first three days of the sale were not successful, we had another page in the local newspaper and I want to tell you, Gentlemen, that it did the trick, and it kept our entire organization so busy selling NEPONSET during the rest of the week that we are very anxious to have you ship the balance of the order that is unfilled at once."

RESULTS FOR SEPTEMBER—WESTERN DIVISION

The six men having the largest volume of sales in September were as follows and rank in the order listed:

W. K. Smith	C. B. Rubicam
C. B. Miller	R. D. Peterson
C. E. Tyson	W. J. O'Connell

A total of fifty-six new accounts opened during September. The men gaining the highest number of accounts are as follows:

Six new accounts opened

J. F. Mettam	H. L. Mehlman
E. F. Perschke	I. L. Ayers

Five new accounts opened

M. L. Newman	C. B. Rubicam

SEPTEMBER RESULTS—EASTERN DIVISION

The salesmen listed below exceeded their quotas for September. In addition to these men there were a number of others who just missed reaching their quota by a very small margin.

O. B. Gannaway	532%	T. E. Cowell, Jr.	61%
I. C. Post	453%	M. B. Garnett	37%
F. H. Bagley	87%	K. B. Weber	28%
G. B. Cocke	86%	H. B. Lane	22%
A. M. Covert	61%	J. W. Kelley	11%

NEPONSET WINDOW DISPLAY AWARDED PRIZE

The following letter will be of interest to our readers:

Brooks' Hardware Company,
251 Water Street, Central Block,
Augusta, Maine.
September 24, 1924.

Bird & Son, inc.
East Walpole, Mass.

Gentlemen:

You will be interested to know that the Augusta Chamber of Commerce has just awarded us the prize for the third best window display during New England Week.

The display taking the prize was dressed with Bird's Roofing Products by your Mr. Bunker.

Very truly yours,
Brooks' Hardware Co.

SHIPPING CLAIMS ATTENTION

THE Floor Covering Shipping Department gathered their forces on the last day of September, and broke all previous records for daily tonnage and number of cars switched. Eleven

The "Duat", Stanley Moore up, Had a Bit to Do With the Large September Shipments

carloads of Floor Covering, Rugs and Rug Border were pulled. Perhaps that does not seem much to crow about, as compared with the trains recently pulled from the Roofing Plant, but to us it seems pretty good considering the vast differ-

The Record Breaking FFV Shipping Crew

ence in the commodities handled. FFV also broke all previous monthly tonnage records, and a summary shows that the first nine months of this year exceeded the first nine months of 1923—in tons shipped, by sixty per cent.

FFV was assisted in making such a showing for September by all departments connected with its operations, particularly Traffic and Sales.

A Section of our Rug Finishing and Inspection Departments

SAFETY WEEK CAMPAIGN SUCCESSFUL

All Departments Have Perfect Record

THE 1924 Safety Week Campaign which was held from October 6 to October 11 went over the top 100%. This includes all departments at East Walpole, Norwood, and Phillipsdale and is a record of which Bird & Son can justly be proud.

The Slogan "THINK Safety" which has probably helped to bring about this record should be continued for all time. It is by each individual realizing his or her own share in this work that will enable us to keep up the good work. Another important part of the campaign was the direct personal appeal from the management to the men. The foreman has a very large part to play in Safety work and by keeping in close touch with the conditions in his department and by teaching his men to think safety in connection with their jobs, he can do more than a thousand Safety rules or Safety signs.

Banners are now being proudly displayed in the various departments making up the main divisions. These should serve a double purpose, for in addition to bringing public recognition of work well done they should also serve as an inspiration to keep up such a record. The knowledge that what has been done once can be done again can certainly be applied here.

SAFETY STANDING FOR SEPTEMBER

Phillipsdale to the Front With a Perfect Record for September

PHILLIPSDALE is certainly going after the Safety Banner in earnest. The record made for this month is evidently due to a determination to give the Safety Banner a permanent home at DP. This should cause an extra effort on the part of the other divisions during the present month to put the banner in circulation again.

	No. of Emp.	Accidents	Days Lost	Standing
DP	200	0	0	1.000
EM & ER	155	2	5	.946
DM–DV–DF	237	4	16	.926
FX 1 & 2	218	3	17	.917
FB	257	3	32	.902
FF	278	4	48	.864

Both the number of accidents, and days lost, showed an increase over previous month.

One man was injured while cleaning a machine in motion. This violates one of our primary safety laws and such practices should be dealt with severely.

Practically all of the sixteen accidents could have been prevented, not by means of safeguards, but by everyone THINKING SAFETY.

Let's take the slogan from No-Accident Week and make it our slogan for the whole year.

GET THE HABIT OF THINKING SAFETY.

Safety Committee.

SUGGESTIONS

SUGGESTIONS considered at the meeting on October 8 were double the number considered on September 3, while the number of accepted suggestions increased from three in September to eight in October.

Following is a list of those suggestions which were accepted:

Sliding blocks on drill bench	J. Garner FFB
Move worm roll on second felt	C. Pierson, DPP
Roll in saturating pan	R. G. Fulton, FBP
Extend relief valves outside	James Sword, FBQ
Feed rubbers	John Wilkes, FXB
Guard for trucks	Carroll Gammell, FFV
Float with electrical bell	Thomas Horridge, DP
Fixture for changing trailer wheels	John H. White, FBM

A review of the accepted suggestions shows very few changes in the list issued for the first six months of 1924. The list for the first nine months is as follows:

John McAleese, FBX	4
W. J. Livingston, DP	3
John H. White, FBM	3
Charles A. Flower, FFM	3
Allen Long, DP	2
Allen Fraser, ERB	2
James Garner, FFB	2
Patsy Sansone, FFD	2
Alex Urbanow, FFN	2
James Loughman, FBP	2
Arthur Maguire, DFW	2
W. G. Rouillard, SMR	2
D. H. Regan, Sr., EMM	2
Herman Nordstrom, DMP	2

Don't forget the special annual prizes. Surely they are worth working for. $100 for the largest number and $100 for the best suggestion received annually should make us sit up and take notice.

HEALTH

How Not to Catch a Cold

Keep the house heated to not more than 68 degrees. Let as much outside air in as possible; it has the right amount of moisture in it.

Dress lightly in the house and put on warm wraps when you go out to protect your body from severe changes in temperature.

Wear good substantial shoes. When it rains or there is snow or slush on the ground, wear rubbers or overshoes.

Eat sensibly and avoid constipation by eating plenty of bran, fresh fruits and coarse vegetables instead of depending on pills.

Keep your teeth and mouth clean as they breed and harbor dangerous disease germs.

Remember that influenza, pneumonia, tuberculosis and other diseases are also caused by careless sneezers, coughers and spitters.

WALPOLE BI-CENTENNIAL 1724–1924

THERE is no doubt whatever in the minds of all Walpole citizens that the most successful and interesting celebration ever held in Walpole was the two-hundredth anniversary on October 4th. The town was decorated as it never was before, the weather was perfect, and the program from start to finish was carried on without a hitch.

The following letter from "Bill" McNeil of our Hamilton Office, which was printed in the Walpole Times of October 18, gives an excellent impression and appreciation of the festivities.

AN APPRECIATION FROM AN "OLD TIMER"

"Again the old town of Walpole did itself proud, and being one of those hundreds of native sons who came from far and near to join in the observance of the two hundredth birthday of Walpole, I wish to publicly express my appreciation to all of those who through great sacrifice or time and energy gave to us the opportunity to renew old friendships and to have vividly recalled to us by historical episodes the reason why we may well be proud of the place of our birth.

Not even a new resident of the town could fail to catch the spirit of those two days, but to us who used to play baseball on the "commons," attend the "old village school" and "hoof it" when we went to East Walpole or South Walpole, there was something intensely interesting and inspiring from the time we stepped off the train until we started on our journey home.

Never before did every resident put everything else aside and pay honor to the town and all for which it stands. Not in my time has the town been so brilliantly decorated. The exercises at the Stone School, the dedication of the Memorial Bridge, the procession of all citizens through the town, and the addresses at Plimpton Field were events which will long remain in the memory of all who were privileged to be present.

Words fail to adequately describe the spectacle which we beheld at Plimpton Field on Saturday evening. It was all like unto a dream. Each episode stirred the patriotism of both young and old and brought back memories which are close to the heart of every one.

No son of Walpole will ever forget the Bi-Centennial of his native town.

W. R. McNeil.

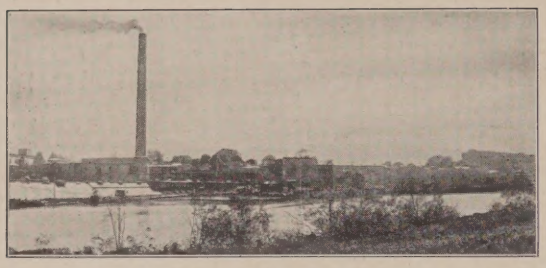
ZR–3 PASSES OVER PLANT

At quarter to five on Wednesday morning, October 16, some of the men working in the mills, and some who were at home, heard the roar of powerful motors and on investigation were readily able to observe the new government dirigible, ZR–3, which was on its way from Germany, where it was made, to its home station at Lakehurst, New Jersey.

The huge ship, which is the largest in the world, was traveling comparatively low and at a very fast rate of speed. It was estimated that it was within a mile of the Roofing Mill.

WALPOLE BI-CENTENNIAL CELEBRATION, OCTOBER 4, 1924

1. Old Stage Coach and Speakers who led procession. 2 and 5. Our Main Office and Triangle Building decorated for the occasion. 3. Group in one of the Episodes showing Gen. Lafayette's Visit to Walpole in 1824. 4. The Memorial Bridge Dedicated to Walpole Citizens who have served in all wars.



NEPONSET REVIEW

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East Walpole, Massachusetts, U. S. A.

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Floor Covering, H. E. Rouillard
Pont Rouge, E. A. Deslisle
Phillipsdale, T. G. Henderson
Chicago, W. W. Wilson
Health, M. R. Leavitt

The *Neponset Review* will gladly publish communications, suggestions, photographs, or articles of interest to its readers.

Address all correspondence to the Editor, *Neponset Review*, East Walpole, Mass.

Sloth makes all things difficult, but industry all things easy.—Benjamin Franklin.

THANKSGIVING

ORIGINALLY set aside by the Pilgrim fathers in commemoration of their safe arrival in a land of freedom and opportunity, Thanksgiving Day has become a national institution observed by all races and creeds in the United States in recognition of the spiritual and material benefits received.

As a nation and as individuals we have abundant reason for thanksgiving. With the memory of the World War still fresh in our minds, we are thankful for peace and security. We have a stable government which, with all its faults, is the best that any country has ever known. We have enjoyed material prosperity and individual comforts unknown to those in other lands.

Individually, there is no greater blessing than a steady job and the ability to work. Too often we fail to appreciate these benefits until illness or accident makes it impossible to pursue our daily work. When we contrast our lot with that of the thousands of cripples of war and industry, we have indeed cause for thanksgiving and for a renewed determination to work safely so that each Thanksgiving will be a day of rejoicing to ourselves and to our families.

A THINKLET ON DETAILS

I HAVE heard of folks who grumble at their work, because it is all details, and who characterize it by some strong or lurid term. Many correspondence course advertisements, in a desire to stir human ambition, make note of this habit of grumbling at details, and by holding out hope of escape from their endless round, catch many a sucker. Some of those thus caught make good, not, however, by learning how to escape details, but by acquiring skill in understanding them in all their relations, in marshalling, organizing, and dispatching them.

Details! Why, life itself is nothing else but! Whether we count time by heart-throbs, or by figures on a dial, it is all details—incessant beat upon beat, continuous ticking, second after second—and he lives most and best who best learns how to use time to advantage, how to combine the heart-beats to a purpose, how to occupy the infinitesimal segments of the day so that they may serve some worth-while end.

That American expression "taking pains" means paying particular attention to the little things. An Edison or Steinmetz succeed and become electrical wizards by letting nothing escape them.

No great machine or manufacturing process ever sprang into being as a complete whole. Each is the combination of patient, corrective, improvement-making attention on the part of many individuals. No machine and no process is yet complete, so long as there is a man on the job with his eyes open, who knows the fine points of his work and has initiative.

The genius of our Bird & Son Suggestion System lies in the encouragement it gives men to take note of details and to add here and there their mite to the sum total of the organization as a whole.

The more one learns of the meaning of business, the more one realizes what a complexity of minute and fussy instances it is. The difference, between business success and failure on the part of the individual is most often seen right here—success pays attention to, while failure neglects the little things. You may think sometimes that your work is monotonous. It is, only if you think it is. Do what you have to do as well as you can. If it is driving a nail, drive it home; bandaging a finger, put it on to stay; writing a letter, write a good one; checking a column of figures, check it correctly; realizing that your job fits in as a detail in a much larger operation.

See into and through and around your job, and you will get joy of it.

H. E. R.

LIBRARY

A MAN should always keep learning something —"Always," as Arnold says, "keep the stream running," whereas most people let it stagnate about middle life.—Anonymous.

Winter evening hours may be counted well spent if devoted to the pursuit of some study, whether relating to our present trade or profession, or on some new line which seems to offer greater advantages.

Working men and women are offered excellent chances for study through the State University Courses and the many other evening and correspondence courses arranged by various schools and universities in Boston. Winter is full of opportunities for those who would improve their minds through useful study. It may be on lines of practical value to students or a general course in literature or history which shall broaden their ideas and bring them in closer touch with great minds of the ages.

The catalogue compiled by the Prospect Union Educational Exchange lists the most desirable courses in many departments and the most reliable schools. This association has an information bureau which is ready to give counsel on vocational subjects on Tuesday evening from 7 to 9, or by appointment. It will aid students to secure the best return on the time and effort they may expend. The service is free.

We have before mentioned that their catalogue is in our library; those who have not already planned for the season's study should consult it if any course is contemplated.

Inquiry for information on Cardinal Manning brought to us from the Walpole Public Library a sketch of his career by Barry. Doubtless there are many here who will be interested in the life of this great churchman and his effort to advance the education and social condition of the people.

Astronomy, on which we were also asked for books, is very well covered in a general description by Isabel Martin Lewis' "Astronomy for Young People" which we also received.

For mere recreational reading, we mention some of the new novels recently received:

Oh! Doctor	Wilson
Found Money	Hannay
Tut, tut, Mr. Tutt	Train
Sewards Folly	Marshall
Storm Center	Stephenson
Steadfast Heart	Kelland
Skyline Inn	Haines
Barbry	Rideout
Wilderness Patrol	Bindloss
Man Who Was Good	Merrick
Call of the Canyon	Grey
Not Wanted	Williams
Days of Delusion	Sears

NEPONSET CREDIT UNION

WE are now in our permanent quarters in the Triangle Building and would like to have every fellow worker come in and pay us a visit, even if only to give us the once-over.

We are better prepared than ever before to give our members and all workers of Bird & Son, inc. prompt service. The bank will be open for business during the noon hour. This means that the Credit Union will serve you from eight o'clock to five every day except Saturday. We will close at twelve o'clock on Saturdays.

If you do not know the advantages of a savings account, let the Credit Union tell you about them. Come in anyway and ask us all the questions about saving, etc., that you can think of.

We will also tell you how you can deposit regularly in any Co-operative Bank, Savings Bank or Trust Company. Ask us about Savings Bank Life Insurance.

This is an invitation to you; it will always remain an open invitation. Do not wait until you are all dressed up and have just had a shave. We will recognize you better in your everyday working clothes just as you happen to be at any hour of the day.

A. W. Smith, Treasurer.

VETERANS' ROLL OF HONOR

WE give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during November together with the names and anniversaries of our veterans who complete over 20 years' service.

Name	Dept.	Date	Yrs
John Hennessey	Paper Mill	Nov. 18, '90	34
Marshall Grant	Power & Steam	Nov. 10, '94	30
F. I. Plaisted	Brigade Room	Nov. 1, '96	28
A. E. Souther	Fibre Case Sales	Nov. 8, '00	24
Ernest Stather	Box Shop	Nov. 18, '01	23
Eric Johnson	Finishing Mill	Nov. 20, '03	21
P. H. Bailey	Bldg. & Rfg. Sales	Nov. 1, '04	20
Helen M. Robertson	Main Office	Nov. 18, '09	15
Helmar Eklund	Bldg. & Rfg.	Nov. 19, '14	10
Mike Sawkisevicz	Finishing Mill	Nov. 20, '14	10
D. H. Moore	Chicago Sales	Nov. '19	5
Samuel Gladding	Box Shop	Nov. 3, '19	5
B. Macklin	Chicago Mill	Nov. 4, '19	5
B. Wagner	Chicago Mill	Nov. 4, '19	5
Antonio DiFalco	Floor Covering	Nov. 5, '19	5
James Van Hoy	Bldg. & Rfg. Sales	Nov. 10, '19	5
N. Campbell	Chicago Office	Nov. 19, '19	5
Charles Barowski	Box Shop	Nov. 26, '19	5
George Petroitis	Finishing Mill	Nov. 28, '19	5

VETERANS' ROLL OF HONOR HAMILTON AND PONT ROUGE
September and October

G. S. Wakeford	Hamilton	Sept. 7, '07	17
T. Boilard	Pont Rouge	Sept. 9, '18	6
E. Bussieres	Pont Rouge	Sept. 27, '18	6
J. Gibeault	Pont Rouge	Sept. 3, '19	5
E. Gibb	Hamilton	Sept. 22, '19	5
L. Paquette	Pont Rouge	Oct. 20, '12	12
A. Lehoullier	Pont Rouge	Oct. 21, '12	12
T. Gilpin	Hamilton	Oct. 30, '16	8
W. S. Parke	Pont Rouge	Oct. 20, '18	6
J. W. Will	Hamilton	Oct. 6, '19	5
A. Fortin	Pont Rouge	Oct. 20, '19	5
L. Dionne	Pont Rouge	Oct. 31, '19	5

NOTES FROM PLANTS AND OFFICES

PAPER MILLS

EAST WALPOLE

Have you seen Peter the DVX2 office cat?

Victor Burrell of DMW is enjoying the cry of a new baby boy.

Geo. Towle has placed his order for a new Studebaker sedan.

We never thought Jim Kivlin of DMT office would ever become a radio fan. He has, however, and has fallen hard for it.

James O'Donnell of DMH prefers service in France to driving Sunday on Walpole street.

Joe Kubennis, who works on the Shartle Breaker, on being asked how it worked, replied, "Just like a river." To appreciate the fullness of that remark, a person must see the Breaker in operation.

Two DMH men received congratulations lately—Bartley Barrett, a son, Paul Vincent, arrived October 6; Nicola Troiana, a daughter, Roaina, arrived September 21.

Thomas J. Homer, Jr., was in Lincoln, N. H., over the week end and holiday.

John Burke of DMB reports he is all settled in his new home and his friends expect he will announce his house warming soon. His house must be sound proof. Recently all Walpole fire apparatus arrived at his house at midnight on a false alarm. John slept right through it all and never heard them.

Henry Gray, M. J. Dockray, Jim Curran and Dave Fitzgerald (Little Pal) of DMT motored over the Mohawk Trail Columbus Day. Rumor says "Little Pal" had to set up the eats.

Robert Morse, head shipper, and friend autoed to Mt. Wachusett on October 11 and report beautiful scenery en route. He was chaperoned by his sister.

Jim Houlihan was taking his usual Sunday nap and was given quite a scare when a poor little English sparrow flew into his room and lit on his breast. Jim insists it was a partridge.

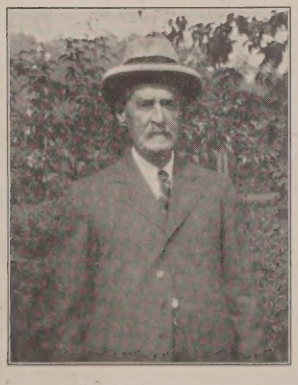
Jim's troubles are many. He now has five pets to look after: the jitney, police dog, angora cat, Ford coupe, and the "Sparrow."

A Real Old Timer

On September 26, John Henderson of Plant City, Florida, visited the mills and renewed acquaintance with several of his old-time friends. For many years Mr. Henderson was Master Mechanic of the entire plant, which in those day was all located in East Walpole. His crew consisted of three and four men. He left here in 1894, thirty years ago, and has since been located in Florida.

While he is 84 years of age, his picture will show that he is in excellent health and very active. He was delighted in going over all the East Walpole and Norwood plants while here.

Upon being asked how he kept himself in such excellent condition for his years, Mr. Henderson replied that his rule for long life was to get up early in the morning. He stated that he always rises at 5.00 A. M. and takes a walk before breakfast. Then he says you can enjoy a real breakfast. Smoke all the tobacco you can. Don't eat too much. More people are killed by over eating than by over drinking. Mr. Henderson says that he has always been happy and contented and one of the best rules to insure this state of mind is to learn to always get along with what you have. Don't worry about something you would like to have or can't have.



John Henderson

Incidentally, Mr. Henderson says that he has yet to chew his first piece of gum and to smoke his second cigarette. The first and only cigarette he ever smoked was over 50 years ago when he was in the Navy.

In his 84 years, Mr. Henderson has never visited a dentist. He was going to, however, before he returned South.

Mr. Montgomery is away on his vacation. When last heard from he was on The Cape.

Nearly everyone took advantage of the long week-end of October 12, and enjoyed the beautiful weather.

Mr. Conrad and his family motored over the Mohawk Trail October 18 and 19. They covered 399.9 miles in the two days, and report a wonderful trip.

Mr. and Mrs. Wyman have returned from a visit to their son, Russell, at Millinocket, Maine.

Mr. Kenneth Rouillard spent a recent week-end in New York City.

MAINTENANCE

Barr of EMM and Mutch of FX1 settled the short distance championship of Scotland on Rhodes avenue in the wee sma' hours one morning recently. Barr representing Glasgow came in first, and Mutch representing Aberdeen was a close second.

Marshall Grant has just returned from his vacation. He spent it on short trips and harvesting his apple crop.

Dave Regan, Sr., is back with us again after spending some time on the west coast. Welcome back, Dave.

Mr. Conrad and his family had an enjoyable motor trip through New Hampshire, Vermont and over the Mohawk Trail, lately.

At last Jack Countway has carefully put his straw hat up on the shelf until next summer.

Ed Boulter has been seeing the world lately. He struck quite a few cities in one week's time.

Some alarming records for speed and distance were made over the holiday,—so Robby of the Storeroom says.

Joe Engley of the Drafting Room is back at the board again. He states that while at Saunderstown, Rhode Island, he caught quite a number of fish.

Frank Fisher, our Safety Inspector, has also returned from his vacation. Frank's vacation surely must have agreed with him as he has put on some weight.

Winfred S. Boynton left us on October 15 to return to the radio business.

BOX SHOPS

Miss Fannie Milesky has left us to be married on October 26. She was the recipient of a beautiful table lamp given to her with best wishes from her friends.

Miss Hertel and Miss Johnson have taken over Miss Milesky's work.

Cupid calls quite often at FX2. Evelyn Tarchea is the latest member to become engaged and is busy receiving congratulations.

We are glad to welcome Mrs. Killion and Miss Helen Walker, new members at FXK.

Vaughn Lowerison, who was recently married, is with us again. His friends and co-workers in FX1 presented him with a fine table lamp as a token of their esteem and best wishes.

Another doughty hunter has been discovered. Arthur Colburn, who has just returned from the wilds of Brunswick, Maine, claims to have shot seventeen black duck. We are wondering whether or not they were really crows that he found in Farmer Choat's cornfield.

The name of Helen Goldberg again appears in the "Police Gazette," as follows:

"A Ford truck recently went on a rampage in one of New England's smaller cities. It emulated the world fliers by trying to "roll over" Helen's Hudson but the attempt was unsuccessful."

We understand that since the accident the lady mentioned has been riding in a Ford sedan.

When Dave Heylin gets behind the wheel of his "Juggernaut" he is determined that nothing will stop him. Recently while coming up Morse's Hill Dave decided that perhaps something might be wrong. Upon investigation he found that he had left a tire and tube from one of his wheels down in the "Flats." Now he taps his wheels with a hammer each time he stops the same as the railroad men do with their transcontinental trains.

PHILLIPSDALE

Monday, October 13, was an unlucky day for Joe Mendes. He was helping to move a beater roll into the beater room when a timber, which was being used as an anchor, slipped from its fastenings and struck him on the head inflicting a very bad wound. Dr. Hamill was called and had him removed to the hospital.

We had no accidents during Safety Week, October 6–11. Let us try to have every week a safety week. Although accidents do happen, we should do all we can to avoid them.

Mrs. Martin and Lillian Dufresne have returned to work after an absence of several weeks caused by illness. We are pleased to see you both back with us.

Raymond Anderson, son of Oscar Anderson, our night foreman, has been in the hospital for several weeks with a very severe sickness. At this writing we are glad to hear that he is much better and is expected to return home in a few days.

The new 22-inch suction roll has been installed and is running very satisfactorily. No doubt it will be a big improvement on the paper machine and will help to increase production.

We made a production record on October 7. Now, boys, let us make it 100 tons. We can do it!

We have the Safety Banner here again for a perfect record during September. That is doing fine, folks. Every other month is not so bad. Soon we will keep it all the time and then they can buy a new one for East Walpole so that they won't forget what the Banner looks like.

The new mast for the steam derrick is in place and the foundations for the new electric derrick are completed. It is expected that the new derrick will be erected and in operation before the next *Review* goes to press. The new mast for the steam derrick is of steel and replaces a wooden one, dry rotted and unsafe. The new electric derrick will be of the stiff-leg type, with full 360 degree swing. For some time past Phillipsdale has been handicapped by the lack of rag unloading facilities. The new equipment will put us on "easy street" again and we will be able to handle a stock of several thousand tons with comparative ease.

ROOFING MILLS

NORWOOD

John Bartkiewicz of No. 1 machine has lately joined the radio bug family. He recently purchased a new 3-tube set and expects most any night to hear from the old folks at home.

Mr. Derry, one of our old timers, is busy keeping our lawns and roadway in the spick and span condition they are now in. Charlie is after those who drop waste in the yard and has provided himself with a sharp stick to enforce his requests.

Bill Churchill has another car—(must make the fourth one this year). Some of us at FB would like to know how he does it.

It seems natural to see Doc Watson again with us days, after his having been night foreman for the past eight months.

James Loughman, machine foreman on No. 5, has been granted a three months' leave of absence and with Mrs. Loughman will visit the old country. He sailed from Boston, October 11. We expect to see several of his friends sporting buckthorn canes after Jim's return.

The gunning season is now with us. Marden of PBL spent a day tramping through Norwood, Canton and Stoughton. He reports that he saw several pheasants but could not get near enough to put salt on their tails so returned empty-handed.

Either to save shoe leather or tires, John McAleese has moved from Allen's Corner to East Walpole. John should live in the big house near the mill so that when the slate runs dry three hours ahead of his estimates he could be accessible. As a guesser John is no Yankee but a Chinaman.

This is Our Old-Time Friend, Charlie Derry, Enjoying His Vacation in Plainfield, N. J., at the Home of His Son

That new Maxwell of Dick Stoddard's is sure pretty nifty, but we have not yet found out why it is necessary to carry a baby carriage for a spare. Dick admits that he had forgotten all about the pesky thing until someone called his attention to it in the tool box.

Jepy just returned this morning from an extended hunting trip into the wilds of East Walpole and thereabouts. Total amount of game=one cat.

Tony Milos says everything is O. K. for the winter, roof all tight and everything. He took a day and a half off this week to fix it and he and Heinie cut a lot of wood.

Bob Smith is very much pleased with the new-fangled dump grates he has just installed in No. 5 Broke Broiler. These improvements are sure great things when they are grates. Hey, Bob.

Rob Roy is again on his vacation and we are all trying hard to keep from bothering him for we know he deserves a rest. Bob is fixing up his estate pretty special so that he *may* have to rest up a bit after he comes back.

New feed water regulators are being installed on Bob Smith's boilers.

LOSS AND REPLACEMENT OF LIGHT BULBS

SOME very surprising figures have been accumulated, showing that using the first nine months of the year as a basis, we will use in the East Walpole and Norwood plants during 1924 approximately 10,000 electric light bulbs with the value well over $3,000.00.

A large part of these replacements is due to breakage and loss that can be avoided and is distributed to plants as follows:

Bulbs—East Walpole	6,912—	$2,228.48
Building & Roofing	1,372—	437.00
Floor Covering	1,152—	409.20

As interested employees and, in many cases, stockholders, we should all strive to reduce this item of expense. Which plant is going to show the greatest percentage of saving during the balance of the year? The results of these differences will be shown in the February, 1925, issue.

CHICAGO

The Intermill Superintendents' Conference was held this week here in Chicago. Messrs. Chamberlain and Kimball represented East Walpole and Bill Mutch was down from Hamilton. The next meeting is to be held at East Walpole in February next.

"A LOOSE nut is always the most important nut on a locomotive or any other piece of machinery," said the old engineer, with a sly smile. "Watch 'em, men. Keep 'em tight, and you'll save yourselves a world of trouble."

Evidently Bob Breback and the Prince of Wales are close friends, for Bob wears one of the favorite colored handkerchiefs of the Prince's in his coat pocket—perfumed, too.

W. A. MacDonald was in for a few hours Wednesday from Minneapolis.

We enjoyed a visit this week from Messrs. Ohring of the Robert Hutton Company, Millsom of the Bruno-Martin Co., and Thornton of the Detroit Edison Co. They came in with L. L. Williams.

Mr. Hird visited the East Walpole Plant this month.

Eric Gach requests that the Day Crew in the Blowing Plant be more careful of their pets. Art-Craft—the "designed back" turtle—was picked out of the gears of the Circulating Pump one night this week.

We wish E. Pruitt, one of our take-off men on No. 2 machine, all the happiness in the world in "embarking on the sea of matrimony."

If autos continue to be purchased by our employees, it looks as though our large garage would need an extension. Earl Clark's is the latest addition—it's a Flint.

H. S. Loring, formerly our Mill Office and Receiving Clerk, is now working on the Sales Correspondent's work, taking the place of "Ab" Dobbins who is to go "on the road" shortly.

Miss Mayberry of our Accounting Department was recently married to Mr. R. G. Manow of Chicago. We wish her all the happiness in the world.

The Trophy, the Donor, the Players and Officials

Standing, l. to r.: Chamberlain, Roberts, Hird, Thurston, Kimball
Seated: Mutch, Wilson—the Winner

WE SAY THEY'RE ALL BELLES

Miss Bell, of Accounting, and Friends, at the "Sand Dunes" Lake Michigan

H. M. Clark was in from Iowa today with Mr. Odenwalder of Ottumwa, Iowa, who recently had the honor of defeating Judge Landis in a golf match.

After reviewing the bright lights of the "movie men" some of the Mill boys are none too keen to consider a steady job in this work.

W. L. Irvin, our Printer, is strutting about these days as the result of a new baby boy at his home, George T. Irvin.

"Bill" Eby, our Shingle Die Tender, was married on October 11. Bill carries the best wishes of all in his new undertaking.

Mr. C. C. James was in for a visit this week from Grand Rapids. Also Mr. Perry King from Belvidere, Ill.

Our Mill Radio gave us first hand information of the World's Series and was closely followed by everyone.

S. J. Shamberger of the Mountain States Roofing Company of Denver, Colorado, was in for a short visit recently.

"No man ever suffered from indigestion from swallowing his pride."

Sidelights of the Intermill Golf Match

Eli Chamberlain had considerable difficulty in acquiring the proper uniform but his putting was not affected thereby.

Ben Roberts had the whole crew gasping on the "par" golf he exhibited for the first five holes.

Bill Mutch located more lost balls than anybody (typical of all Scotchmen).

Bob Thurston and Don Kimball acted as Official Scorekeepers—arriving at the links in Bob's Rattletrap II and leading the others by a quarter of a mile.

The scores at the end of the match were as follows:

Wilson 106, Roberts 111, Mutch 112 and Chamberlain 117.

The winner to have possession of the Hird Trophy until the next match which should take place in Hamilton next June.

Built-Up Jobs

"Jim" Hennessey was in this week and mentioned 750 squares on several jobs in Valparaiso, Crown Point, Logansport, Hessville and Griffith, Ind., that he had "landed."

"C. T." Torey sold to the E. W. Bliss Co. of Salem, Ohio, 135 squares through the Salem Building Supply Co. of that city.

Jesse Tuscher reports 300 squares on two jobs in his territory for the week. M. L. Jones reports 230 squares for two jobs in Little Rock and 66 squares more on a job in Monticello, Arkansas. Harry Prinzler sent in "info" on two jobs he has sold: one of 1,000 squares on the Indiana Steel Company at Muncie, Indiana, and the other of 300 squares on the Masonic Temple in the same city.

Here are the Golfers Ready to Tee Off
Very Evident to Us why Eli was High Man

HAMILTON

Mr. L. E. Bellanger, our representative covering the Quebec territory, had a very sad accident. While driving down the road a few weeks ago he noticed a branch had fallen from a tree. The leaves and twigs of the branch nearest his car obscured the view of a second branch from which the leaves and twigs had been cut. This branch pierced through the windshield, striking a commercial friend who was riding with Bellanger in the stomach, with fatal results. He died in about four minutes, never knowing what happened. Bellanger suffered from a general shock and was slightly injured about the face and hands by the glass from the windshield.

Everyone in Bird's organization was sorry to learn of the death of Mr. Fred Mitchell, a previous Bird representative.

Gordon Park, Pont Rouge, was awarded the usual $5.00 for his suggestion:—"Time saver by having platform for taking paper into mill."

We have received the following clipping: "The many friends of Mr. David Murphy, the well known N. B. representative of Neponset Products, will be pleased to learn that he is progressing favorably following an operation performed at the City Hospital on Friday."

The bowling season is here once more; so is the Bowling League of Bird & Son, Limited, which is away on its 1924–25 series at a flying start.

There has been very little change in the line-up, Mr. Cowan's string, the Neponset Twin champions of 1923–24, remaining intact. Up to the present they are in the money but have not the undisputed lead they had in the past season. This is probably due to the fact that some of Bill Mutch's Canadian Readys, "Green Colts" of last year, are learning how to paw the turf.

Bert Page and his stable, known as the Art Crafts, are at their own game,—strategy,—while the Paroids from the Main Office are again exerting their lung power, which got them in the play-off of last year's series.

FLOOR COVERING PLANT
NORWOOD

Mike Dziubanick of FFN is industriously studying English at night school in Norwood. He also is taking out preliminary citizenship papers. We commend his good example to all our fellow workers who come from other lands.

One of our men at FF calls himself a scientist, and here is his definition: "A scientist is one who can tell you what you already know in language that you can't understand."

"Pete" Sword took a mystery vacation in October. We do not yet know whether he got married or spent the time fixing up his Scripps-Booth.

Since the last *Review*, our genial and ubiquitous friend, Latham, has acquired a wife, Miss Cynthia Colburn of Norwood, a domicile, has spent his honeymoon touring Maine and New Hampshire, and is now back up to his ears in work. We most heartily congratulate him and wish Leslie and Mrs. Latham much joy.

"Who tied the can to the old dog's tail?" is a favorite expression heard from time to time in FF Office, usually broadcasted by a noisy member of PFL. This was somewhat changed in wording, but there was much mystery concerning the deed at the Intermill Fire Brigade contest on Friday, October 10.

The question at issue was, "Who tied the cloth on the FF hose reel?" It seems as though one company made very fast time on a test only to be disqualified by not having the required amount of hose laid. Some one evidently could not measure out 200 feet of hose, for the cloth was tied on at 50 feet short. Suspicion points to a prominent short fat man connected with the FF and FB Brigade. During the argument and discussion that followed, said fat man became vitally interested in hose couplings, spanners, and the like, not entering into the fray at all.

THE FOUNTAIN
EAST WALPOLE, MASS.

With the comfortable new benches, the attractive brick walks and the plots of grass, the section near the fountain presents a most attractive appearance. When the trees and shrubs, which have been planted on the bank, grow larger, this spot will be one of particular beauty and distinction, in keeping with the many other improvements completed in the square this year.

OFFICE AND SALES

H. G. Johnson has returned from a three weeks' trip among the trade.

Miss Cavanaugh is enjoying a belated vacation with a trip to Porto Rico.

We are glad to see Miss Roundy back at her desk again after her recent accident.

Miss Bertha Chessman has been seen sporting around in a new Chevrolet touring car.

Miss Bessie Hubbard has returned from her trip to California and tells us she had the "best time ever."

Among those who took advantage of the three-day holiday, October 12, to see the autumnal foliage were the following:

Helen Salisbury, Manchester.

R. M. Springer, Warren, Maine.

Gertrude Meyer, Lincoln, N. H.

Arthur W. Mellin, Concord, N. H.

Jesse Raymond, Springfield, Mass.

B. R. Taylor, Woodstock, Vermont.

Bertha Chessman, South Deerfield, Mass.

Mr. and Mrs. A. H. Anderson, Mohawk Trail.

Mr. and Mrs. W. A. Beaulieu, Mohawk Trail.

Mr. and Mrs. Ernest Coleman, Annisquam, Mass.

May Gardner, Touring Southern Maine and White Mountains.

W. E. Hale is spending the last half of the month visiting dealers and salesmen in the Eastern territory.

We are willing to take John Ahearn's word that the ultramarine hue of his orbit was the result of a football game.

Mr. L. E. Tarr is the owner of a new Ford sedan. He has already christened it Justin (Just tin). He motored to Lakeport for the holiday.

Mr. and Mrs. Ernest Coleman were the recipients of several pieces of silverware as a wedding gift from Mr. Coleman's associates in the office.

The Service Department under Miss O'Brien now boasts a 100% membership in the Mutual Benefit Association. Can any other department equal this record?

Eben Johnson has taken up evening studies at Lowell Tech. Eben says knowledge is good stuff, but it comes pretty hard when you don't have any evenings in which to "step out."

Walter Connelly's genial presence is missed in the Cost Department since he took up new duties at the Bird Machine Co. While Walter likes his new work, he still has some interest in AC.

Elinor Brimner was recently a member of a small fishing party at Quincy Bay. Sixty-four smelts and six codfish comprised the catch. Fish bite better on some days than they do on others. "Better the day, the better the deed."

Owing to the expansion of maintenance store records it has been necessary to install two additional Rand Visible Index Cabinets in AS Department. The yearly maintenance stores inventory is already under way as it takes practically two and one-half months to complete this inventory, which comprises several thousand items.

Cassinger Smith of AM braved the ordeal of sprouting a very promising mustache until, we are told, certain remarks made him lose faith in the undertaking. Howard Richardson immediately picked up the gauntlet and upon close inspection his black hair line shows progress, but it is feared it will never attain the proportions which "Smithie's" promised.

CARD OF THANKS

I wish to thank all my friends who presented me with the beautiful lamp. It will always remind me of a memorable spot every time I light it.

Fannie Milesky.

HIGH WATER AT PONT ROUGE

In 1915 I made a trip to Pont Rouge for the purpose of inspecting the conditions at high water. At that time the water was three feet deep in the basement. The plan to cover the emergency at that time was to take the basement windows out and let the water rush through.

No. 1 Pont Rouge Flood
Tops of Machine Room Windows Just Barely Visible on Right

Our readers, especially those who have visited the plant, will be interested to know that, on October 1st of this year, a new high water record was reached at Pont Rouge, as well as many other places in Canada, due to excessive and continuous rains covering a period of three days and five nights. Great damage was caused to plants, and much pulpwood was lost. Even in the memory of the oldest residents, no such condition ever existed before.

In twenty-four hours the Jacques Cartier River rose twenty-two feet from normal, and it was only by the exercise of rare good judgment on the part of Superintendent L. S. O'Dell and the untiring efforts of faithful employees and townspeople who were called in to stand ready in case of emergency, that great damage was not done. The water had risen a little beyond the customary high water mark when it ceased to rise and it seemed that danger was past.

Suddenly it began to rise again, completely filled the basement, stopping the water wheels which, in turn, put the dynamos out of condition and left the plant helpless so far as power and light were concerned, with night approaching.

The windows of the mill are higher than the paper machine. The water had now reached the lower part of these windows and logs were shooting against the stonework. It was seen at once that, unless these windows were boarded up, the logs would shoot through endwise and, as battering rams, smash the entire machine.

No. 2 Previous High Water Mark
Taken Near Same Point as First Picture

Boards were obtained and men, working waist deep in water, boarded up the windows halfway, when the water became so deep that it was impossible to work any longer. Word had been rushed for automobiles, with the idea of

throwing headlights on the mill and dam. The machines arrived and after considerable effort boards were pushed down from the top over the remaining sections of the windows.

In the meantime, other logs shot down and battered in the door of the mill, piling up in front of the calenders of the paper machine.

The first picture shows the water receding and yet you will notice at the right that it is still very near the top of the windows of the machine room. (See picture No. 1)

The condition after the water had receded to approximately what has previously been considered high water is pictured also. The building at the left is the Fire Brigade Room. It was badly battered and came very near going down stream. Note the machine room windows at the right, still partly covered with boards. (See picture No. 2)

DAM APPROACHES WASHED AWAY

The wooden approach to the dam from the mill, and the wooden approach from the dam to the shore beyond were swept away with the flood, so that it was impossible to reach the gallery over the dam. This point will be noticed in the picture below, which was taken at the high water period. Our Pont Rouge dam is what is known as a stop-log dam. It is built up with squared timbers which are slipped into slots, one upon another, reaching from one cement pier to the next pier. This construction allows the removal of the entire wooden portion of the dam from the stream, leaving everything free and clear except the cement piers. (See picture No. 3)

These logs—all but two in the channel—were pulled out as quickly as possible and piled up on the log gallery over the dam. The picture, showing the dam at high water, and the water running around the end, shows how nearly we came to losing the logs for the dam which are such an important factor in the situation.

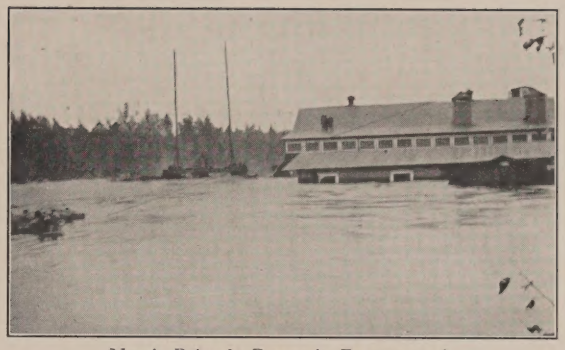
Men were dispatched by the way of a bridge in the town one mile away to the other shore, with the idea of going on to the gallery and pulling the logs to a point of safety. Before they reached the point, however, the bridge from the shore to the dam went down stream, cutting off their approach to the gallery.

Our photographer, who was one of the men at the mill, did a good job. He has shown pictures from various points. Below you will notice a picture taken from a point up stream, looking towards the mill. This was taken as the water was receding. It had already gone down 1½ to 2 feet. (See picture No. 4)

BRIGADE ROOM BADLY BATTERED

From nearly this same point he has given us another view, showing the water approximately at the previous high water point. Note the battered end of the Brigade Room, the windows now fully exposed to view. (See picture No. 5)

Two openings of the dam were partly closed by logs and timbers which came down the river. These could not be cleared away until after the water had receded to a point where men could reach the log gallery, as shown above.

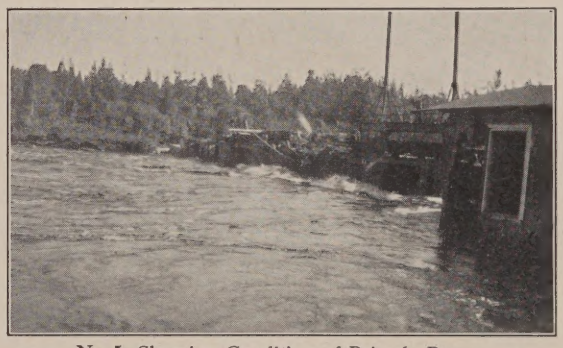


No. 4 Brigade Room in Foreground Water had Gone Down about Two Feet

Below the mill the roadway washed out to such an extent that it will be months before it is filled in again.

At the point where our photographer friend gave us the view looking towards the dam from the tail race, you will note a condition which showed the water backed up on the water wheels so that they could not turn. (See picture No. 6)

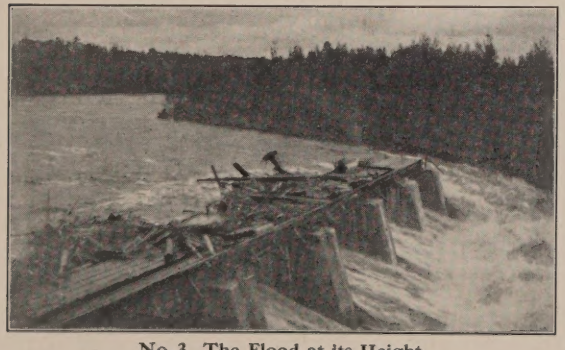
It was my feeling, on leaving Pont Rouge, that we had had a narrow escape and I marvelled at the fact that the damage had not been more serious. Less than a week after this flood, the mill was on production again, having lost only



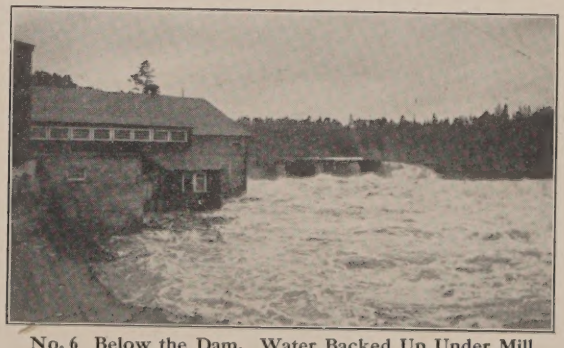
No. 5 Showing Condition of Brigade Room after Water had Receded

one bearing in the basement and one belt. The property loss could not be estimated at this time, but I have the feeling that the designer of this mill builded better than he knew, and that the extremely heavy wall of the plant, plus the liberal use of good cement and rocks well placed, gave us a structure and a factor of safety much larger than any of us really supposed it was good for, and that our loss will be much less than one knowing the circumstances would suppose was possible.

G. R. Wyman,
Mfg. Mgr.



No. 3 The Flood at its Height



No. 6 Below the Dam. Water Backed Up Under Mill and on Water Wheels.

BIRD CLUB

THE annual meeting of the Bird Club was held Friday evening, September 26, at the Club House. The Chairmen of the different committees submitted annual reports which showed the club to be in excellent condition.

The election of officers took place, resulting in the following: Directors for three years, C. W. Conrad, H. E. Rouillard, A. C. Urquhart, G. E. Smith and J. B. Maguire; Director for one year, Frank Whitehead; Secretary, B. D. Rogers; Treasurer, D. E. Merrill.

The regular monthly meeting of the Council was held in the Lunch Room on Wednesday, October 8, at which time the following were elected: President, G. R. Wyman; Vice-President, C. W. Conrad.

The following committees were elected: Executive Committee, G. R. Wyman, P. R. Allen, R. M. Wight, G. E. Smith and A. C. Urquhart; Auditing Committee, A. H. Anderson, E. H. Bartlett and E. L. Connolley; Chairman of Entertainment Committee, H. E. Rouillard; Chairman of House Committee, William Koehler; Chairman of Membership Committee, J. A. Sheehan; and Chairman of Athletic Committee, A. W. Smith.

BIRD CLUB ENTERTAINMENTS

The Entertainment Committee got off with a flying start at the meeting in the Club House Friday evening, October 24. The plans laid call for an entertainment in Bird Hall early in each month during the season, followed by dancing, except during Lent, and for members' meetings now and then. We shall try to have programs arranged with variety enough to please all comers. There will be at least one Amateur Night, with Bird & Son talent, and we hope to book the Tufts College Glee Club, here two years ago, for a return engagement in the spring.

The first entertainment and dance will be Friday, November 7. We promise to start off with a corker, so save the date. Fliers later on particulars. Ticket arrangements the same as last year.

FIRE BRIGADES

East Walpole—The regular meeting of the Main Mill Fire Brigade was held on Monday, October 6, with roll call at 4.50 p. m. A report was read by P. A. Guttormsen, giving the time taken at hydrant tests.

An inspection was made by the entire Brigade of the mill buildings, especially of the new construction job near DF1, so that the firemen would be familiar with this location in case of an emergency.

Company No. 9 drilled at 2.30 p. m., Monday, October 6, under Capt. J. J. Geary. Company No. 10 drilled at 7 a. m., Tuesday, October 7, under J. H. Maguire, Night Chief.

Harold McNeeley has been appointed Messenger to take the place of C. H. Paine, resigned.

The meeting adjourned at 5.40 p. m.

Norwood—The monthly fire drill of the Building and Roofing Fire Brigade was held on October 6, and that of the Floor Covering Brigade on October 7.

At FB, lengths of hose were run out from No. 4 hydrant to roof of FB and extra lengths were added. At FF, several lengths of hose were run out.

A competition was recently held between Hose Company No. 7 of East Walpole Mills and Hose Company No. 6 of the Norwood Plants. The Main Mill Company was victorious. A race was also held between Reel Co. No. 2 of Main Mills and a Reel Co. of Norwood Plants. The Main Mill Company also won in this event. This means that the East Walpole victors tackle the best at Phillipsdale for the championship.

QUARTERLY STATEMENT OF BIRD & SON, INC., EMPLOYEES' MUTUAL BENEFIT ASS'N.

Quarter ending September 30, 1924

Receipts

Balance on hand June 30, 1924		$2,178.86
Dues paid July	$707.50	
Dues paid August	886.80	
Dues paid September	805.30	2,399.60
Bird & Son, contributions:		
July	$707.50	
August	886.80	
September	805.30	2,399.60
Interest and dividends on investments		198.19
Entrance fees		67.00
Interest on deposits		10.16
Refund on insurance premiums		1.26
		$7,254.67

Expenditures

Sick benefits	$1,888.67
Walpole Co-operative Bank Shares, seven	1,400.00
Insurance premiums	975.64
Physicians' fees	673.36
Bird & Son, for supplies	13.51
Bank balance	2,303.49
	$7,254.67

Assets

19 shares Am. Tel. & Tel. Co.	$ 2,413.00
19 shares Western Union	1,110.00
Shelton Hotel Building 6½%	2,000.00
Philadelphia Co., 6%	1,000.00
Cons. Gas Elec. Lt. & Power Co. of Baltimore, 5½%	1,000.00
Ill. Bell Tel. Co., 5%	1,000.00
Ga. R. R. & Power Co., 5%	1,000.00
10 shares Whitman Co-op. Bank	2,000.00
7 shares Walpole Co-op. Bank	1,400.00
5 shares Norwood Co-op. Bank	1,000.00
Phillipsdale Emergency Fund	100.00
Chicago Emergency Fund	100.00
Heirs of Mary A. Conley	117.00
Nep. Credit Union Share	5.00
Bank balance	2,303.49
	$16,548.49

Liabilities

None

Membership

Members in good standing June 30, 1924	1446
Entered during quarter	67
Lapsed during quarter	22
In good standing September 30, 1924	1491

John J. Linnehan, Treasurer.

Audited and found correct,

B. D. Rogers, Fin. Secretary.

NEPONSET CREDIT UNION ANNUAL MEETING

The eleventh annual meeting for shareholders will be held in the Lunch Room, FX2, East Walpole, November 12, 1924 at 4:45 P. M.

BOWLING

Walpole-Norwood Bowling League Starts

ANY Monday or Tuesday evening this winter that you are looking for some real excitement and a bang-up good time with the boys, just drop around at the Norwood Civic and help your team take four points from their opponents.

Bird & Son, inc. has entered a team in the Walpole-Norwood Industrial Bowling League. This League is comprised of ten teams representing as many plants in the two towns.

Everyone of the plants boasts of having a strong team made up of rollers with well-known ability around this section. This fact alone is enough to guarantee keen competition and an evening full of fun and good clean sport for its followers.

The first match is scheduled for October 27, 1924, the second for October 28, and every Monday and Tuesday evening for the rest of the winter.

The following plants have entered teams: E. Fleming & Co., The Plimpton Press, Berwick & Smith Co., Hollingsworth & Vose Co., Winslow Bros. & Smith Co., J. S. Cushing Co., American Brake Shoe & Foundry Co., American Glue Co., Bird Machine Co., and Bird & Son, inc.

THE SCHEDULE

Dates 1st Half		Dates 2nd Half
Oct. 27.	E. Fleming Co. vs. Berwick & Smith Co. Winslow Bros. vs. Bird & Son, inc. American Brake Shoe vs. Plimpton Press	Dec. 29
Oct. 28.	Hollingsworth & Vose Co. vs. J. S. Cushing Co. American Glue Co. vs. Bird Machine	Dec. 30
Nov. 3.	E. Fleming & Co. vs. Winslow Bros. American Brake Shoe vs. Hollingsworth & Vose American Glue Co. vs. Berwick & Smith	Jan. 5
Nov. 4.	Bird & Son vs. Plimpton Press J. S. Cushing Co. vs. Bird Machine	Jan. 6
Nov. 10.	Winslow Bros. vs. American Brake Shoe Bird & Son vs. Bird Machine J. S. Cushing Co. vs. Plimpton Press	Jan. 12
Nov. 11.	E. Fleming & Co. vs. American Glue Hollingsworth & Vose vs. Berwick & Smith	Jan. 13
Nov. 17.	American Glue vs. Bird & Son J. S. Cushing Co. vs. American Brake Shoe Bird Machine vs. Plimpton Press	Jan. 19
Nov. 18.	Winslow Bros. vs. Berwick & Smith Hollingsworth & Vose vs. Fleming & Co.	Jan. 20
Nov. 24.	Plimpton Press vs. E. Fleming & Co. Hollingsworth & Vose vs. Bird & Son, inc. Bird Machine vs. Winslow Bros.	Jan. 26
Nov. 25.	American Brake Shoe vs. American Glue Berwick & Smith vs. J. S. Cushing Co.	Jan. 27
Dec. 1.	Hollingsworth & Vose vs. Plimpton Press Berwick & Smith vs. Bird Machine American Glue vs. Winslow Bros.	Feb. 2
Dec. 2.	Fleming vs. American Brake Shoe Cushing vs. Bird & Son	Feb. 3
Dec. 8.	Berwick & Smith vs. Bird & Son Fleming vs. Cushing Hollingsworth & Vose vs. American Glue	Feb. 9
Dec. 9.	Winslow Bros. vs. Plimpton Bird Machine vs. American Brake Shoe	Feb. 10
Dec. 15.	Fleming vs. Bird Machine Hollingsworth & Vose vs. Winslow Bros. Bird & Son vs. American Brake Shoe	Feb. 16
Dec. 16.	Berwick & Smith vs. Plimpton Cushing vs. American Glue	Feb. 17
Dec. 22.	Fleming vs. Bird & Son Berwick & Smith vs. American Brake Shoe Plimpton vs. American Glue	Feb. 24
Dec. 23.	Winslow Bros. vs. Cushing Hollingsworth & Vose vs. Bird Machine	Feb. 25

John Coughlin, Secretary.

TENNIS

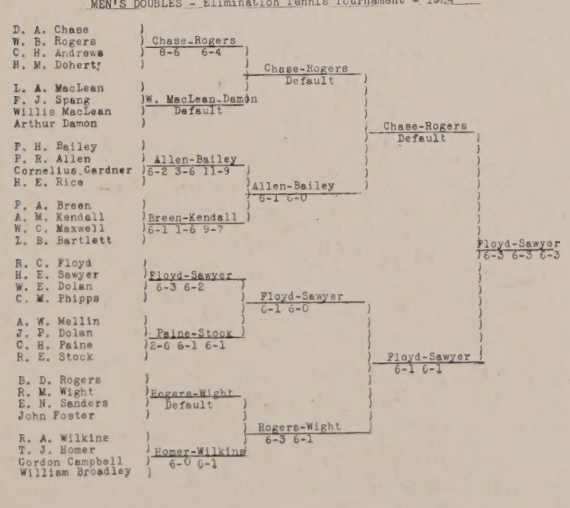
AFTER battling with business trips, vacations and floods, the Men's Single and Double Elimination Tennis Tournaments came to a close Friday, October 17, 1924.

Although the Chase-Rogers combination played exceedingly clever tennis, the fast returns of both Floyd and Sawyer were just a little too much. Messrs. Chase and Floyd are due a great deal of credit for their close-to-the-net playing. More than once Chase thought of his insurance policy when Floyd would let go one of his fast ones. The writer is sorry that he was unable to snap a picture of Floyd stopping and endeavoring to return the ball with his body.

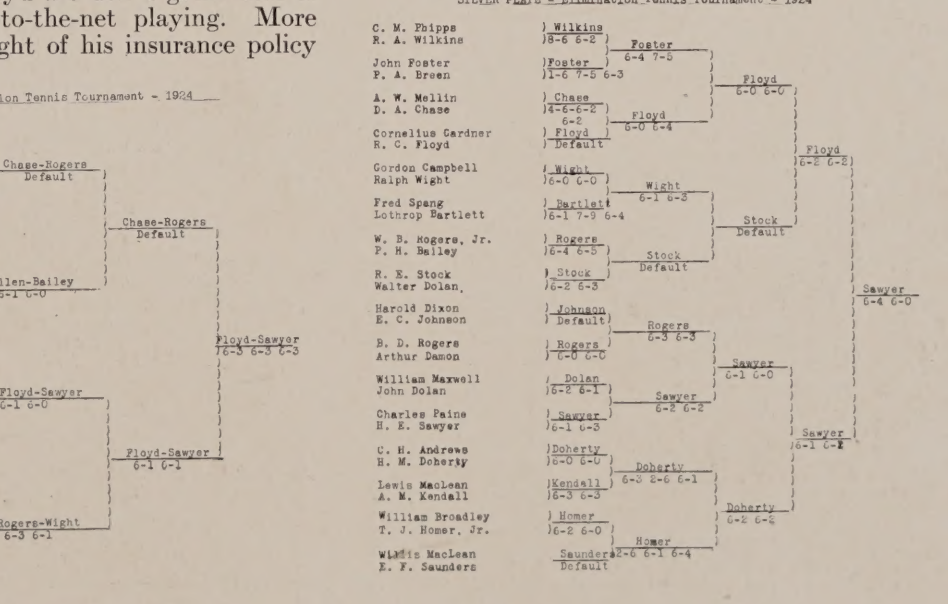
Mr. Sawyer had all of his clever returns working perfectly when he met Floyd in the final of the Singles Tournament.

We are publishing the summaries of the two tournaments.

MEN'S DOUBLES - Elimination Tennis Tournament - 1924



SILVER PLATE - Elimination Tennis Tournament - 1924



The American National Red Cross holds its annual nation-wide Roll Call from Armistice Day, Nov. 11, through Thanksgiving Day, Nov. 27.

In this period it seeks to re-enlist its present membership and to enroll new 1925 members.

Everyone is invited to join through the local Chapter.

HAVE YOU JOINED ?

FOR the sixth time since the Armistice was signed, the American Red Cross asks you to pledge your name and contribute your dollar in support of its peace-time work. Vital as the war work was, the activities which the organization is now carrying on, though less spectacular, are no less important, and it is your part as a patriotic American to do your share toward keeping them alive.

What are these activities? Well, there is for instance disaster relief. Last year news of the terrible catastrophe which wiped out two of Japan's most populous cities had scarcely reached America before ships loaded with Red Cross rice, milk, canned goods, clothing, blankets and medicines had cleared from Western ports for the relief of the sufferers. Within a little over three weeks the Red Cross had raised ten million dollars for this relief work, and fourteen ships had sailed.

The Japanese earthquake was only one—though the greatest—of 200 disasters in relief of which the Red Cross participated last year.

Some time between Armistice Day and Thanksgiving—November 11th and 27th—you will be called upon to renew your membership—to reaffirm your faith in the ideal of service for which the Red Cross stands. Help for the disabled World War veterans, First Aid, Public Health Nursing, Life Saving, courses in Home Hygiene and Care of the Sick—these, with Disaster Relief, are the activities for which your dollar will be used. Do your share therefore, and join during the Eighth Roll Call.

NEPONSET REVIEW

Vol. XII. DECEMBER, 1924 No XII.

JOHN H. MAGUIRE HEADS OLD TIMERS

IT was a good-natured crowd at the annual meeting of the Old Timers, held Tuesday evening, Nov. 18, in Bird hall, bent on making their evening together one of thorough enjoyment and they certainly accomplished their purpose. The excellent dinner put the crowd in a jovial mood at the outset, and from the grapefruit cocktail, through the turkey course, down to the ice cream, coffee and cigars, they showed practical appreciations of the menu. During the meal Parky Rogers' orchestra furnished music and after the dishes were removed, and the chairs pushed back from the tables, all the Old Timers joined in community singing with a good deal of tune and much gusto.

Mr. Wyman, as President of the Club, welcomed all the Old Timers, and in comparing our present plant with the size forty years ago, he gave some very interesting figures on the plant valuations, and the cost of some of the major items entering into the manufacture of our products.

Mr. Wyman stated that the figures were, for all practical purposes, accurate, but were not exact.

Cost of materials per year at East Walpole: Wood Pulp, $400,000; Mixed Papers, $300,000; News, $100,000; Coal, $300,000; Small Hardware, $16,000; Mill Supplies, $50,000.

Cost of materials per year at Norwood: Asphalt, $500,000; Crushed Slate, $150,000; Fuel Oil, $125,000; Linseed Oil, $300,000.

Raw stock at Phillipsdale amounts to $1,000,000.

The value of the Norwood plants is approximately $2,500,000 and that the East Walpole plant is a little over this figure.

We carry at the Norwood plants at present $1,000,000 worth of raw and finished materials.

Phillipsdale plant value is $700,000 and we carry about $200,000 worth of materials.

Mr. Bird, the "oldest Old Timer," extended his greetings to his fellow club members and welcomed the 1914 folk who joined during 1924. He spoke of several of the "older" Old Timers who had helped make the business what it is, some of them still with us. He mentioned in particular the changes in the Square, saying that he would like to have General Lafayette come again to visit there. He said, "The brightening of the Square has given me a large amount of satisfaction. We have enormously brightened it and it is in better keeping now with our plants in Walpole and Norwood. It is a fact that our plants are the most orderly, the best and cleanest of any coarse paper mills in this country. I am not exaggerating when I say this. Of course, there are very fine grade paper mills, but a coarse paper mill is entirely different and we have set the standard of coarse paper mills in this country. It is a standard I hope we will always maintain. Post Office Square was not up to our standard

ALL TOGETHER THIS GROUP REPRESENTS OVER 400 YEARS OF SERVICE

Back row: Tom Graney, Carl Schaier, Tom Maguire, John M. (Prof.) Smith, Marshall Grant, George Doderer John Cullinane Andy Walker. Front row: Tom Morrissey (deceased), Jack Linnehan, Johnny Maguire, Jimmie Hammond,

but now it is. I know every man and woman feels somewhat better walking through Post Office Square than he did before, and, what is more important, every child."

In opening the short business meeting, Mr. Wyman said that the Board of Directors had voted to have two meetings a year, one a business meeting for members only the first Tuesday in November, and the other an open meeting, to be called by the President, to which guests might be invited.

Mr. F. A. Morrill, who has been our insurance broker for over thirty years, was voted a member of the Club.

A motion was made and passed that the slate of officers brought in by the Nominating Committee be elected by casting one vote. The following were elected: John H. Maguire, President; Elmer H. Bartlett, Vice-President; Mrs. Helen M. Robertson, Secretary; Michael J. Hawkins and Carl Schaier, Directors for three years.

John M. Smith, who was Vice-President for the year 1924, declined to serve as President for 1925, and Carl Schaier declined to serve as Vice-President.

With the business of the evening out of the way, the Old Timers, after again raising their voices in song, listened to the fine program provided by the Entertainment Committee. Considerable pleasure was found in singing the Old Timers' song, written for the occasion.

OLD TIMERS' SONG

Tune: It Ain't Gonna Rain No Mo
(Words by M. E. Cavanaugh)

1.
On the banks of the Neponset
Is a mill known far and wide,
Where men and women work with skill
And view their work with pride.
Chorus
Oh, we're all going to smile tonight, tonight,
We're all going to smile tonight,
For smiling is Old Timers' style
And we're all going to smile tonight.

2.
On the road we've travelled long
We've builded friendships true
And somehow we have learned to smile
The whole long journey through.
Repeat Chorus

3.
Oh, we'll sing a song that's joyous,
We'll banish care tonight.
We've seen the past and found it good,
We sing to a future bright.
Repeat Chorus

GUESTS

1877
Charles S. Bird.

1878
John H. Smith, William P. Landy.

1879
John M. Smith.

1880
Thomas P. Maguire.

1881
Maurice Ahearn.

1882
John H. Maguire.

1883
James J. Geary.

1889
John Cullinane, August Hilderbrandt, John Hammerli.

1894
Michael Reardon, Gus Hagman, James Hammond, Marshall Grant, A. R. Jenkins, T. G. Henderson.

1899
John Hale, Albert Erickson, Michael Sheehan, John Sullivan, Daniel McDavitt.

1904
James Twedie, Morris Gilbert, Patrick Linane, Patrick Coughlin, Robert Orr, P. H. Bailey.

1909
Dennis Driscoll, Herman Naukheim, Frank R. Meyer, Elmer Jordan, R. L. Tupper, Mike Wedjuice, Kostanty Geigol, Fred Weiss, J. D. Countway, Frank Phillips, John Clancy, Louis Dolksever, James Dine, Michael Costello, Martin Costello, Helen M. Robertson, R. H. Salisbury, Henry Phelps, Michael Gray, Oscar Anderson.

1914
H. E. Sawyer, Jr., Fred Nordblom, B. R. Taylor, Joseph Mitchell, Frank Smith, William Welch, Festus Connolly, George Wallace, Thomas Coyne, John A. Graham, Waclow Baranowski, J. W. Kelley, Helmar Eklund, Mike Sawkisevicz, George Madden, Edw. Kelley, Seigel Tarasenkov, Alex. Homenuck.

FIFTY YEARS AGO

Here's an interesting item which appeared on the front page of the "Boston Globe," October 26, 1874.

"Charles Sumner Bird, Harvard, '77, won one-mile running race on Jarvis Field in 5m. 41s."

NEPONSET CREDIT UNION

REPORTS read at the annual meeting of the Neponset Credit Union showed that organization to be in a flourishing condition and constantly widening its field of usefulness. No change was made in the interest rate nor in the present staff of officers. A 7% dividend was declared on shares.

The October financial statement showed 727 members at the close of the month, as against 592 in 1923; 460 depositors against 374 last year; and 146 borrowers against 139 in October, 1923.

AN office manager was complaining because he couldn't get results from his office force. He condemned the whole lot.

Sickness captured the office manager and kept him out of the office for a couple of months. His assistant ran the place.

Under his leadership, the same old force did work that was perfectly satisfactory.

One big truth to keep in mind is that sets of workers are pretty much the same.

Under the right leader, average men and women will do work that is far above the average.

Under the wrong leader, the very best kind of workers may become useless.

Leaders are the fellows responsible for a business's failure or success.

SAFETY

BOX SHOPS HAVE A CLEAN RECORD FOR OCTOBER

Late Returns Show One Accident During No-Accident Week

STANDING

Dept.	No. of Emp.	Accidents	Days Lost	Standing
FX1 and 2	219	0	0	1.000
FM and ER	153	1	7	.957
FF	273	3	9	.952
DM, DF, DV	236	2	19	.933
FB	268	4	39	.881
DP	200	3	34	.867

Every department in the mill, except DF, went through No-Accident Week without a single lost time accident. In DF, one man slipped on the floor and strained his ankle so that he lost sixteen days.

The Chinese have a saying, "A journey of a thousand miles is made one step at a time." So our safety record is made—one hour, one day, one week at a time. Accidents mean a loss of time and money, and, worse, they mean pain and unhappiness.

If we *think* Safety every waking hour, every day, all departments will have perfect records. Be Careful—Today, Tomorrow, All the Time.

Safety Committee.

HEALTH

PROBABLY the average individual doesn't realize what an important part sleep and rest play in his physical and mental well-being and efficiency.

There is occasionally a person who apparently gets along very well with less sleep, but eight hours is the requirement of the ordinary adult in order to keep body and mind functioning at their best.

To the perfectly healthy individual, sleep is simply to lie down, to close the eyes, and to lose consciousness. Unfortunately, few of us are so nearly normal that going to sleep is such a simple matter. We lie awake many minutes, sometimes many hours, before exhaustion finally brings sleep.

The inability to drop off to sleep at once may be due to any one of a number of things. Present-day life with its complexities, lack of exercise, lack of fresh air in the sleeping room, faulty diet, worry over business or personal affairs, tasks uncompleted, over-indulgence in tea or coffee, or any one of a dozen physical causes may be at the bottom of the trouble.

There are some simple preparations before retiring that will produce relaxation and induce sleep. For some persons, a warm bath is helpful if one gets into bed immediately after without chilling the body. Don't, after you are undressed, walk about in your bare feet. The nerves and blood vessels in the soles of the feet are stimulated and it takes some time to overcome the sensation. If the circulation is poor or if you are much fatigued, drink a glass of hot milk or lemonade.

Don't take drugs or medicines to make you sleep. Use common sense methods.

SUGGESTIONS

OUT of many thousand military suggestions contributed to the American Government by private citizens during the war, it is said that twenty-five were good.

That seems a small percentage, but in fact it was big enough to win the war!

And there was only one way to get the useful suggestions—namely, to call on the brain power in America for voluntary service and to sift and select the ideas that would serve.

Now, the big enterprise of making paper and all the products that follow on, is not so much a question of horse-power as of brain power. Bird & Son will succeed, as a Producing organization, just so far as it succeeds as a *Thinking* organization.

Your bit of paper dropped into the suggestion box may or may not be important in itself, but it is mightly important to *you* because it marks your enlistment as a *Producer of Ideas*, and your second—or your hundredth—idea may be a hummer.

So, go to it!

The Brown Co.

Out of forty suggestions considered at the meeting on November 5, the following were accepted:

Apparatus for safe pouring of vitriol from carboys
L. B. Bartlett, PL

Portable extension table from FXFM11
William Cherry, FXF

Move silicate pumps closer to dissolvers
A. Connolly, FXC

Changing position of ladder
Michael Curran, ERB

Position of pipe at saveall John Manley, EMP

Ratchet control on backing box
John Mattson, FBM

Handling pull-in control motor
S. A. Nickerson, FFP

Fan over Koegel grinder in tool room
C. D. Rafuse, EMM

Care of pressure blower bearings
John H. White, FBM

Through some error, Herman Nordstrom, DMP, was reported last month as having two accepted suggestions this year. The correct figure was three. John H. White, FBM, jumped his number to four this month, so that the leaders in the contest stand as follows:

John McAleese, FBX	4
John H. White, FBM	4
W. J. Livingston, DP	3
Charles A. Flower, FFM	3
Herman Nordstrom, DMP	3

Even now there is a chance for some dark horse to forge ahead and win from the present leaders. The suggestions received in the period between now and January 1st are the ones that will tell the tale.

NEW TRANSFORMER HOUSE

Transformer House
Showing New Addition at Left

EARLY this summer the new transformer house with its equipment was put into operation. The cut shows the addition to the old transformer house which housed the transformer equipment to step up the voltage to transmit power to FB and FF. The architecture is of attractive design and is probably the most ornate structure on Bird & Son's properties.

The structure is built of brick with gypsum and slate roof and is absolutely fireproof. There are three compartments in the building each separated by concrete or plaster walls. These compartments are to isolate different switching and power equipment.

The installation was made to permit the use of power from the Edison Electric Illuminating Co. of Boston and deliver it to both the Main Mill and to FB and FF. Two underground cables from the Edison Co. lines supply power at 13,000 volts. This is stepped down by means of a 1000 k. w. transformer to 600 volts. Intricate switching equipment, operated from the main turbine room switchboard 900 feet distant, permits the connecting or disconnecting of various circuits as required.

The Edison power connection is used for an emergency power supply for the mills and for Sunday and holiday service, thereby allowing all our electric generating equipment to be shut down.

WHERE THERE WAS NO CHOICE

A manufacturer of our acquaintance had, to be sure, heard the story of the old camp cookee who used to say to the men quite regularly, "Well, boys, what is it this morning that you'll have—coffee or tea? There ain't no coffee." But he was unaware of the eccentricities to be found in the Wild West when he entered what seemed to be the only hotel in the place. After ushering him to a table and giving the stranger a glass of ice water, the waiter inquired.

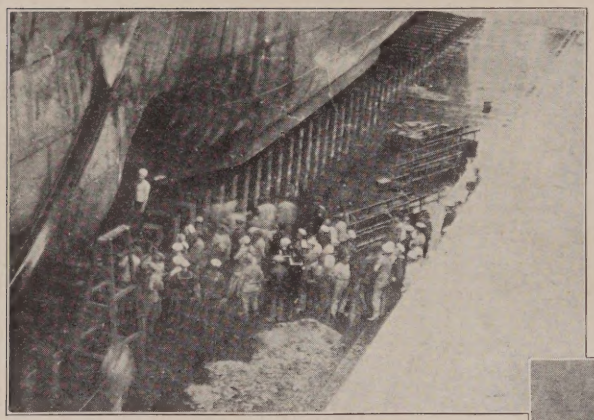
"Will you have sausage on toast?"

"No, I never eat 'em," the guest replied.

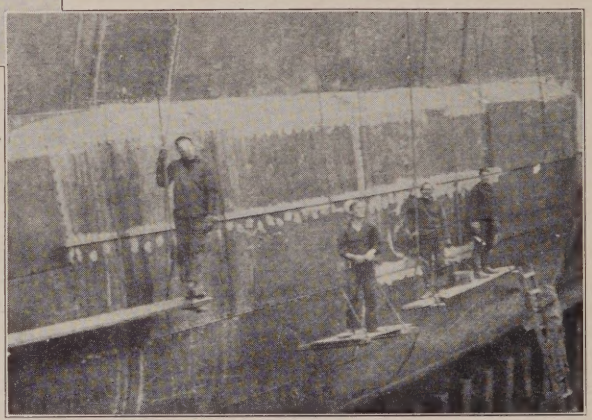
"In that case," said the waiter, "dinner is over."

Our greatest undeveloped resource is the odd looking spherical knob attached to the upper end of the spinal column of each American citizen.

A THRILLING EXPERIENCE



This Shows the Hole Through the Side of the Ship. The Men are Removing the Dead from the Flooded Compartments



Five Weeks Later, after Temporary Repairs had Been Made. The Ship is Again Ready to Take to the Water

NOT many of us know that Paul A. Guttormsen, our Chief Engineer, was Lieutenant Commander, Senior Engineer Officer, of the United States Transport, the Mount Vernon, during the World War. He is rather shy about it, but occasionally he can be induced to tell a few of the experiences, amusing, exciting and, once in a while tragic, that came in the course of carrying our troops to France. The most thrilling incident of the good ship's career as a transport came when she was torpedoed by a German submarine. We took account from the copy of the ship's log which the Mr. Guttormsen loaned us.

The Mt. Vernon was on her way to the United States carrying wounded men invalided home and a group of non-commissioned officers returning to train men in the United States. About 260 miles west of Brest, France, she was struck by a torpedo and an enormous hole, large enough to run two street cars through, travelling side by side, was torn in the side. The firerooms under two of the stacks were filled with water for a length of 150 feet and a height of 40 feet from side to side. About 10,000 tons of water came in and she settled in the water 10 feet. If she had gone down another two feet, it would not have been possible to save her. In his report the Captain says, "The officers and men going to their collision stations never had any other thought than that of saving the ship . . . Officers and men worked untiringly on pumps, handy-billies and buckets, putting additional shores on bulk-heads and re-inforcing hatches and doors until arrival of the ship in port."

Thirty-five men were killed by the explosion and two died later from injuries, all in Mr. Guttormsen's division. The large loss of life was due to the fact that the torpedo struck just at the time the watch was being relieved.

At Brest temporary repairs were made, and later when she was safe in dry dock at Boston for permanent repairs, all hands, officers and men, were given double furloughs.

In the course of the incident the display of coolness and courage was remarkable, and there were so many individual instances of bravery, that a long list of officers and men were recommended for medals and decorations. Our own Mr. Guttormsen was recommended for the Distinguished Service Medal.

As an interesting aftermath of the affair, the crew of the Mt. Vernon were later informed that the submarine that got them was sunk two days afterwards by a United States destroyer hunting units.

FIRE BRIGADES

East Walpole—The Main Mill Fire Brigade Meeting was held on November 3, 1924, with roll call at 4.45 p. m.

After roll call an open discussion was held regarding payment for the new radio equipment and other matters. Meeting adjourned at 5.40 p. m.

Company No. 8 drilled at 2.30 p. m., November 3, and Company No. 9 at the pump house at 7 a. m., November 4.

Norwood—The Building & Roofing and Floor Covering Plants held their monthly fire drills on November 3 and 4, respectively.

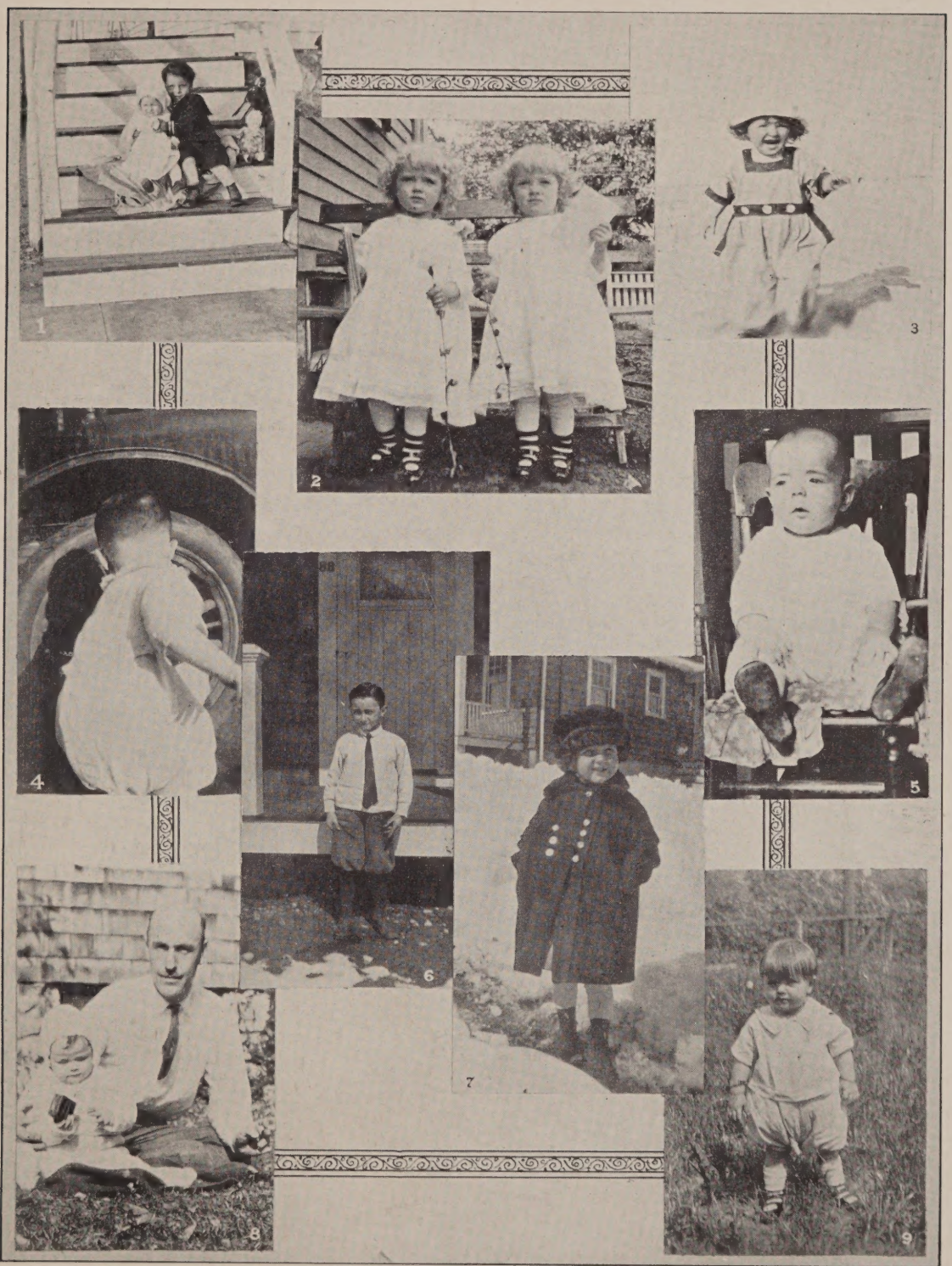
Inspection of fire hose was held. All fire hose was stretched out on the ground and thoroughly emptied of water, then coiled and put back in its proper place.

There was a good attendance.

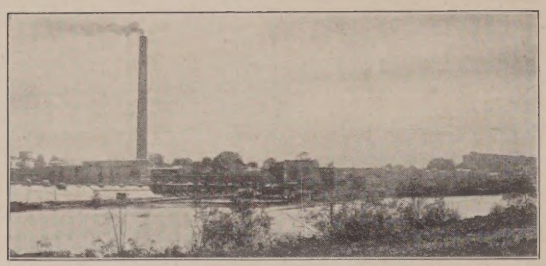
When you get into a tight place, and everything goes against you, till it seems as if you couldn't hold on a minute longer, never give up then, for that is just the place and the time the tide will turn.

—Harriet Beecher Stowe.

REPRESENTATIVES OF THE YOUNGER GENERATION



1. August, Jr. takes good care of small Josephine—children of August Petrova, FXR. 2. All dressed up and on their good behaviour, Barbara and Helen, twin daughters of Frank Meyer, FXP. 3. Earl Clark's (Chicago) small daughter at the Dunes, registering a protest about something—maybe the wetness of the water. 4. Bill O'Connell, Jr., investigates the tires. Bill Sr. is a Chicago Salesman. 5. Robert Wheadon Allen, whose daddy, Lloyd Allen, is part of the DP office staff. 6. and 7. Leo and Angelina, son and daughter of Patsy Sansone, FF. 8. Marion Montgomery finds her fingers fascinating—or is it the box? 9. Miss Wilson, whose mother is a member of the Chicago office force, shows no fear of the camera.



NEPONSET REVIEW

Vol. XII. DECEMBER 1924 No. 12.

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Building and Roofing, E. L. Chamberlain

The *Neponset Review* will gladly publish communications, suggestions, photographs, or articles of interest to its readers.

Address all correspondence to the Editor, *Neponset Review*, East Walpole, Mass.

There is a principle which is a bar against all information, which is proof against all argument, and which cannot fail to keep a man in everlasting ignorance. That principle is condemnation before investigation.

Herbert Spencer.

THE REAL OBJECT

AMERICA has but one staple product. We till the soil, we operate our industries, we develop transportation, we engage in commerce, we encourage the arts and sciences, but these are only means to an end. They are only carried on in order that America may produce men and women of our standards of citizenship.

We want to see them endowed with ability and character, with patriotism and religious devotion. We want to see them truly American, while ready and eager to contribute a generous share to world welfare.

We want to see them honest, industrious and independent, possessed of all those virtues which arise from an adequate moral and intellectual training joined to experiences which come from the open country.

Calvin Coolidge.

THE WASHINGTON ELM

UNDER this famous tree, on the morning of July 3, 1775, George Washington was formally offered the command of the Continental Army, and he, with a few appropriate words, accepted. When the war was over, it was natural that this old tree should be regarded with particular pride, and each year saw an increasing number of visitors to view one of the few living things that linked the thirteen small, struggling colonies with the great nation of today. The tree was enclosed by an iron fence, marked with a suitable tablet and given the best of care, but old age and numerous attacks of leopard moths and elm leaf beetles, reduced it to a skeleton of a tree. In December, 1922, it was blown down in a heavy sleet storm. The picture, therefore, on the front page is especially significant, since it shows the historic tree near the end of its long life. It was taken by Mr. E. S. Jones of the Boston and Maine Railroad Co., who very kindly loaned it to us.

THESE are the gifts I ask
Of thee, Spirit serene:
Strength for the daily task,
Courage to face the road,
Good cheer to help me bear the traveller's load,
And, for the hours of rest that come between,
An inward joy in all things heard and seen.

These are the sins I fain
Would have thee take away:
Malice, and cold disdain,
Hot anger, sullen hate,
Scorn of the lowly, envy of the great,
And discontent that casts a shadow gray
On all the brightness of the common day.

These are the things I prize
And hold of dearest worth:
Light of the sapphire skies,
Peace of the silent hills,
Shelter of forests, comfort of the grass,
Music of birds, murmur of little rills,
Shadows of clouds that swiftly pass,

And, after showers,
The smell of flowers
And of the good brown earth,—
And, best of all, along the way, friendship and mirth.
So let me keep these treasures of the humble heart
In true possession, owning them by love.

Van Dyke.

LIBRARY

Books

THEY should be old friends and welcomed to the easiest seat next the fire. The home maker should be familiar enough with the books to shake hands with them, and wipe the dust from their faces. A book is a well or spring you drank from yesterday, your visitors drink to-day and there is no less water for to-morrow. Books cheer up a home always, sometimes brilliantly."

The New York Public Library reported a marked diminution in its circulation last year which they attribute in part to the fact that people are buying more books for home reading. This is particularly true of fiction because of the impatience of borrowers to wait their turn. It is hoped that a proportionate increase of the acquisition of the more worth-while books can be traced, particularly for the children. John Martin, one of the foremost authorities on the subject of children's reading, urges that parents read more to their children and to be most judicious in their selection of books. He has compiled a list with his reasons for choosing each. It has been designated as the "Safety Sixty." It is in our Library files and will undoubtedly be of interest to many during the coming weeks as it is a safe guide in the choice of books for the Holiday season.

In a recent bulletin, issued by the Massachusetts Department of Education, attention of the business man is called to the importance of the study of letter writing, reminding us that the following of a master workman is not a bad way to learn and suggesting that we read such books as the "Letters of a Self-Made Merchant to His Son," and "Letters of Walter Hines Page." These are in our library as well as others equally good.

Some of the newer books: "American Mind in Action," in which Harvey O'Higgins characterizes us, drawing illustrations from what he considers the typical American—Abraham Lincoln, Ralph Waldo Emerson, Mark Twain, Henry W. Longfellow, Julia Ward Howe, Anna Howard Shaw, and other noted citizens. "Gallapogos, the World's End," a vivid description, particularly of animal life, of this wonderful region, by William Beebe. "Clothes that Count and How to Make Them," a complete yet concise guidebook for the home dressmaker, by Field. "Easy Lessons in Einstein," Slosson. "Calvin Coolidge," Hennessey. "The Out Trail," Rinehart.

Some new stories:

The Innocents	Webster
Pay Gravel	Pendexter
The Parowan Bonanza	Bower
Rustlers Valley	Mulford
The Bush Rancher	Bindloss
Hearts Kindred	Gale
The Thirteenth Letter	Lincoln
Two Shall be Born	Oemler

JOY LAND

ONCE upon a time (and all good stories ought to begin this way, no matter how they end) there was a colony of working folk who dwelt upon an island in the midst of a stormy sea. There was much work to be done there. Raw materials were brought from all parts to a central location and there processed into a variety of marketable commodities that were sold to the outside world. The work was diversified. It ran the whole gamut from heaving clods to charting the surrounding stormy sea through which all the goods produced were transported,—and arousing an interest in and a desire for them throughout the world, thus creating a constant demand.

Great freedom was enjoyed on the island. Practically the only law curbing the individual's range of activity was that he who will not work and produce, neither shall he eat and have. The wage system prevailed. Conditions over which the islanders had no complete control made this imperative. But the spirit of the island ruled impartially that merit, and merit alone, measured the stipend that each one received. No restrictions were put upon the individual's spending of his wage. He was free to use it as he chose. On the other hand, every inducement was offered and opportunity afforded the individual whereby he might conserve his money for worth-while ends.

Near the close of every year, a great "Happiness Festival" was held. The keynote of this Festival was that each one made himself happy by making others happy, through the giving of gifts. So it followed that those who spent as they went, who frittered their surplus away bit by bit during the year, found themselves unhappy at Festival Time, for they had no wherewithal with which to buy gifts to give for happiness' sake. As time went on, all the islanders learned this lesson, until finally there came a time when the Great Festival was one of pure joy, for everyone had determined to be far-sighted and fore-handed, and so he was able to buy and to give until his cup of happiness was full.

And here followeth the interpretation of this tale:

The island is Bird & Son.
We are the working folk.
The stormy sea is the business world.
The Great Festival is Christmas.
And the chiefest opportunity for saving for it is the Neponset Credit Union.

H. E. R.

"Rip Van Winkle is the only fellow who ever woke up and found himself famous merely because he had been asleep."

You have heard of the old lady who always had something good to say about everybody, and when someone was slandering the devil, she protested that at least he had something commendable, and that was his persistency.

—Success.

NOTES FROM PLANTS AND OFFICES

PAPER MILLS

East Walpole

According to letters, Maurice Coughlin, son of Patrick Coughlin, Beater Room, is finding college life at Bates interesting.

It's getting to be rather an old story with him now, but just the same we do think Arthur Smith's new office is deserving of special mention. It has outside windows, a well-protected clock and much radiator.

John Keyes has joined the Finishing Mill crew as assistant on the combiner.

Wilbur Fay and Bill Quinn have just returned from a hunting trip in the wilds of Maine, bringing home three deer.

The DMT folk point with pride to their new Clark tractor which is going to add to the efficiency of their already efficient department.

Notice

Arthur Maguire, DT, has a supply of blanks to be filled out by ex-service men in applying for the soldiers' bonus. He will be glad to stay until quarter-past five any evening to help any of the fellows make out blanks.

John H. Maguire has a Boston terrier whose father, "Full o' Fun," took first prize in the recent dog show in Boston. His half sister, "Margaret Jane," was also a prize winner. Anything from dogs to dahlias—Class A.

We understand that John Spillane, John Moylan and Mike Burke are thinking of contracting for cement work. They're good—they say so themselves.

We extend congratulations to Joe Roche, who has a new small son at home.

Maintenance

The radio set up in the Brigade Room in time to get the election returns has proved a source of enjoyment to the many frequenters of the room. It is a good sized set equipped with a loud speaker, and brings quick news of the "doings" outside to us here.

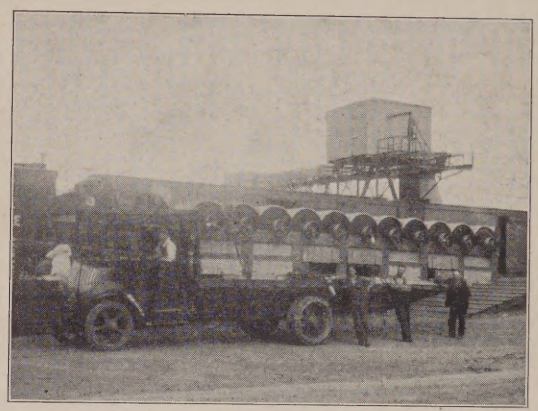
Have you seen Bill Koehler surrounded by all the dazzling glory of his Sheridan roadster—robin's egg blue with nickel trimmings? He certainly adds brilliance to the landscape when he appears.

We are glad to welcome Louis P. Des Jardins to the Drafting Room.

Timmie Cullinane, formerly of the Machine Shop, covered himself with glory recently when he captured three hold-up men who had made a raid on Maguire's filling station.

Frank Farrar, who has been ill at the Norwood Hospital, is convalescing well and hopes to be around again soon.

Eunice, Daughter of Harry Mann
Here's a Sample of What the August Gale Did on the Cape



New Duster Section for Cutting Room

James Kelley took a late vacation to visit his daughter in New Hampshire where she took the final vows as a nun in the "Order of the Precious Blood."

We extend our sincere sympathy to Gunner Gottberg, who recently lost his small daughter.

Box Shops

We extend our sympathy to Pauline Benartowicz, FXR, who recently lost her father.

George Holland tried to climb the freight house wall the other day and, shortly thereafter, the radiator froze. Not so long ago, he got in a mix-up with a Walpole car, driven by one of our ex-police officers. Take it altogether, life isn't exactly a couch of downy ease for the owner of a flivver.

John Julianette has transferred from FXB to help run the combiner in FXR.

Frank Meyer is among those who can laugh at the wintry blasts from the warm fastness of his new sedan.

We are glad to welcome Dorothy Tenney who has joined the Cartridge Department as inspector.

Harry Tower went and bobbed his mustache!

David Hartnett has transferred from the Floor Covering Shipping to the Fibre Case Department.

A NEW HIGH MARK

According to the latest information it has been ascertained that the shipments of freight through the East Walpole freight house has handled an average of sixty cars of freight per day during the month of October.

The record number of cars of freight is accounted for by the phenomenal and continued growth of the Bird & Son plant.

They are now the largest individual frieght shippers in New England and one of the largest in the country.

CARD OF THANKS

We thank our friends of the ER Department of Bird & Son, inc., most sincerely for the sympathy expressed by them in the beautiful floral offering sent by them in our recent bereavement. Mere words cannot express our appreciation of the many acts of kindness received during such a trying time. We feel deeply touched, and thank you all.

Sincerely,
Mr. and Mrs. Elias Abbott Trofatter.

Phillipsdale

The Red Cross drive is on and let us hope that it will be a grand success.

Leslie Howard has got a nice Buick touring car now, but we miss that familiar sight, old No. 99, traveling up Dalton Street.

Mike Kurda is finding fault with the cars. He says they are late all the time—so is Mike late most all the time. Get out of bed earlier, Mike, and come in with the rest of the boys.

Walter Leslie and Friend

Taken Last Summer at Rocky Point

The Engine Room is all dolled up with a new coat of paint and it looks very good. Chief Hawley is walking around with his chest out. You would think that he was in the lobby of some grand hotel.

George Inman is trying to beat the weather man. He is still trotting around without a coat and wearing his nice white tennis shoes. You look like the good old summer time, George, but we all can't kid ourselves into going without a top coat.

George Hawley says that he is going to have a little comfort in his old days so he bought a little coupe to ride to work and home at night. George says it's a great comfort to be inside looking out on these cold and stormy days.

Swen Antonison bought a touring car, and he has been late for work ever since. You had better sell it, Swen, and buy a speed wagon. You can walk faster than the old boat you have now. Better still, sell it to John Carlson.

Joe Mendes, who met with an accident several weeks ago while moving a beater roll, has been discharged from the hospital and is getting along very nicely. We hope that he will be able to return to work in a short time.

"An apple a day keeps the doctor away," so they say, and we don't think Charles Cyranok will ever need a doctor. He eats a bag of apples every day,—that is, when someone does not volunteer to help him. There are many volunteers if Charlie's office door is not locked.

Mr. Pettingill, like all the rest of us radio bugs, when he got a taste wanted more. He was going to be quite content with a crystal set, but he could not get into a radio conversation. He had to sit back and listen. But now, Oh! boy, he is in the front row, for he has got a tube set and the only one that has anything on him is George Hawley. George has a great pair of ears.

About twelve of our Old Timers journeyed to East Walpole on Old Timers' Night, November 17. They all had a very enjoyable evening. The supper and concert was a good treat and the journey there and back in autos was cold but pleasant, because George Madden insisted on singing folk songs on the return trip and they all reported for work the next morning saying that if they had stayed at home they would have missed a good time.

It is good to go away from home and stay long enough to feel homesick. To be heart-hungry for a person or a place is to experience growth. It is a sweetening process.

ROOFING MILLS

Norwood

Another name must be added to those who have followed the advice of George Wyman a short time ago, "Acquire a home of your own." Eli Chamberlain has to do this selfsame thing and on Saturday expects to move in. Then, of course, after a reasonable length of time we all expect to hear, "Come around some night, fellows, and look it over."

Hen houses, hens, etc., are Warren Manson's specialties. He can tell anyone how to make improvements on theirs, no matter how good they are just now.

There are many roads between Providence and East Walpole that are well known to everyone, but it took Jeppie to find a new one somewhere between one and three o'clock in the morning. Guess about everyone has heard how two stone-cold busses got over into Taunton in the wee hours of the morning, but you haven't heard much from Jep about it. No, Jep claims that he was asleep when they went astray.

It seems as if our fire whistle has more pep to it when Granville Baker pulls the rope. When Granville gave an exhibition the other day it made Bob Smith sit up and take notice.

It looks as though cold weather were bad for Fords, George Smith delayed in the old home town of Norfolk, our superintendent walking to the office, Jimmie Dowd spending the forenoon in Waltham, and numerous others forced to abandon the flivver the first real cold day.

Celestino D'Onofrio has asked for a leave of absence and will visit his family in Italy. He expects to return in a few months. Here's to a smooth sea and a pleasant voyage.

As the result of the hurdle race between Stanley and Dowd is still undecided, new shoes have been bought and another race will take place in the near future.

Watkins Glen, N. Y.
Taken by John H. Selden, FF

Chicago

We note by the *Review* for November that the Safety Week Campaign held at East Walpole from October 8th to October 11th went over the top 100%. We hate to brag but we were right beside you boys "going over."

Mrs. L. F. Busch (formerly Miss Nell Campbell) has a little son, Louis Francis, Junior.

G. F. (Mike) Kelly, our former Advertising Department head, visited us recently.

The Bowling and Checker Leagues of the Mill and Office begin their schedules next week.

Howard Hanna, Chief Steward of our Culinary Department wishes to announce that hot soup will be added to the daily menu starting next Monday.

Earl Clark played his initiation round of golf at Palos Park last Saturday—another convert added.

Walter Dunn of our Shingle Tying Crew was called to Atlanta, Ga., to attend the funeral of his brother there.

Since Ab Dobbins has been in Michigan with L. L. Williams, the Blue Jay Corn Plaster Company has had to work overtime to keep him supplied. Try a pair of Munson Army Shoes, Ab, they'll do the trick.

"Many a man has fallen in love with a dimple and married the whole girl."

C. P. Conger was in one day last week from St. Louis—and he's as strong as ever for Neponset Twins.

Charlie McEachren closed his golf season with a 50-foot putt at the Dixmoor Country Club—"the perfect end of a day."

Miss Ann Black returned from a recent vacation spent at Maple Lake, Michigan.

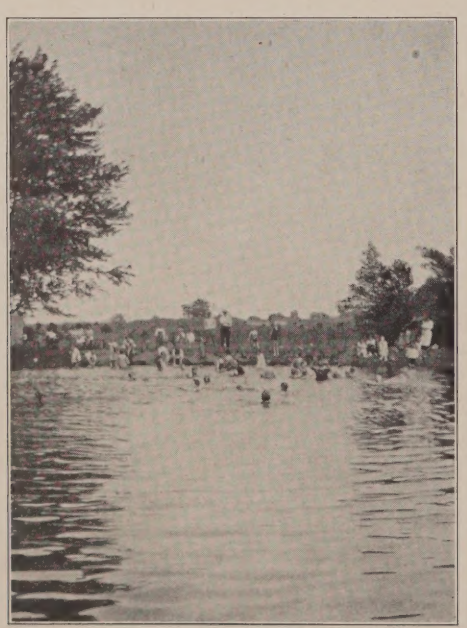
B. U. ROOF JOBS

Bill Heine recently sold a 24 square job of extra heavy Built-Up on the Radio Broadcasting Station at Elgin, Ill. Station W. T. A. S. Joe Miller sends in a list of jobs in Wisconsin totaling 1225 squares.

Dutch Jansen and his No. 1 Crew had a "non-stop" run on Tuesday of this week.

20 Squares Per Day Club

For the past seven weeks, Bob Peterson has been "in" five of the seven weeks; Jack Walton, four times; Grantges, three times; Prinzler, Cox and Higgins, two times, while Conger, Williams, Williamson, Clark, Steel, Lechner, Hennessy and MacDonald have been "in" one week.



Shades of August!!
Cooling Off in Morse Pond

Harry Brandau's appearance in his new "powder blue" fedora hat causes the girls of the Sales to start humming—"Oh where did you get that hat?"

B. J. Overholt is now known as "G. B." Overholt—anyone who can get the bargain on golf balls he did, deserves a change.

"Don't acquire the tombstone habit of never saying a good word about a fellow until he is down and out."

Mr. Earl Cannon of the E. & W. Roofing Company of Fort Dodge, Iowa, was in one day this week.

W. R. McNeil, our Hamilton correspondent, contributes the following: "Shingle bob is not a roof expense—it's overhead."

Floor Covering Sales—Chicago

Candy and cigars were in vogue on the morning of November 14th. Why? Why not? For on November 13th at 9.30 p. m., Jean Wells Westcott was born. An eight-pound baby girl and, according to the proud father, "best in all the land." Mother and daughter are both doing fine. Just as a suggestion, perhaps a Neponset rug, pattern No. 810, might be used to good advantage in the Westcott home.

Messrs. Tyson, Reid and W. K. Smith attended the Rug Opening in New York and from their reports the coming season is to be a banner one for Neponset. Messrs. Newman and McKone recently dropped into the office and both were very optimistic about the coming year.

Mr. Westcott has recently been elected to the Rotary Club No. 1 and also is to serve as a director of the Chicago Tennis Association for two years.

Miss Rooney has been appointed secretary to Mr. Westcott. We congratulate her.

The six men having the highest sales during October, 1924, are as follows:

1st, W. K. Smith; 2nd, W. J. O'Connell; 3rd, C. B. Miller; 4th, W. T. Somers; 5th, H. L. Mehlman; 6th, C. E. Tyson.

The men who have reached 80 per cent of their quota or better for the first ten months of 1924 cumulatively are:

M. L. Jones, 98%; C. B. Rubicam, 95%; C. E. Tyson, 90%; W. J. O'Connell, 90%; C. B. Miller, 88%; R. D. Peterson, 82%.

R. D. Carlisle and M. L. Newman were the leaders in opening up new accounts during October. The former obtained 23 new accounts and the latter 19.

The three contests between salesmen are nearing completion and considerable interest is being shown, due to the keen competition. The latest bulletins show the leaders in each of the contests as follows:

Distribution Contest

1st, S. E. Williamson; 2nd, M. L. Newman; 3rd, F. P. Smith; 4th, J. F. Mettam; 5th, W. J. O'Connell; 6th, C. B. Rubican.

Sales Promotional and Advertising Contest

1st, C. B. Miller; 2nd, C. E. Tyson; 3rd, W. J. O'Connell; 4th, M. L. Newman; 5th, E. F. Perschke; 6th, R. D. Peterson.

Sales Contest

1st, C. E. Tyson; 2nd, M. L. Jones; 3rd, R. D. Peterson; 4th, C. B. Rubicam; 5th, C. B. Miller; 6th, H. L. Mehlman.

To believe your own thought, to believe that what is true for you in your own private heart is true for all men—that is genius. Speak your latent conviction, and it shall be the universal sense; for always the inmost becomes the outmost—and our first thought is rendered back to us by the trumpets of the Last Judgment. Familiar as the voice of the mind is to each, the highest merit we ascribe to Moses, Plato, and Milton is that they set at naught books and traditions, and spoke not what men but what *they* thought.

—From Emerson's Essay on Self Reliance.

Hamilton

The friends of Miss Katherine Lumsden in the Bird organizations, both East Walpole and Hamilton, will no doubt be interested in hearing of her marriage to Mr. Wilfrid Van Luven, October 11, at the Ancaster Methodist Church.

We are indeed sorry to announce the resignations of two old and valued salesmen, Mr. F. T. Bush and D. J. Murphy.

These gentlemen have played a very important part during the past ten years or more in establishing Bird products in Canada. Both Mr. Bush and Mr. Murphy came from Syracuse and although they have been connected with our sales force for several years and fitted perfectly into the environment in Canada, the call back to the U. S. A. has at last won out.

Everyone in our organization as well as their numerous business friends and associates join in wishing them continued health, contentment and prosperity.

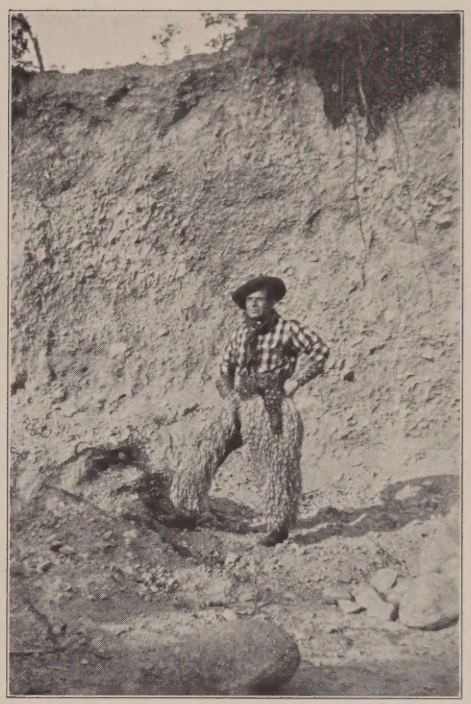
FLOOR COVERING PLANT

Al Jenkins was congratulated by the members of FFV, when he was feted by the Old Timers' Club in celebration of his long years of Bird & Son, inc. service.

George Ackerman, who governs the "ups and downs" of FFV, announces that it is now a toss-up between a Harley or an Indian,—or an eighteen-ounce serge or a moleskin coat.

Noami Bolous, who is said to be intimate with the Sultan of Turkey, has, in this advent season of Thanksgiving, acquired the nickname of "Turk."

Anybody in desperate need of a new shirt should interview Ben Sodergren. He has an original plan for procuring one that works to perfection.



Bernadino Marinelli, FFR
When He Was a Bad Man in the Gulch

A DISPLAY OF GOOD-LOOKING CASES MADE IN FX1

On all sides, our products reach into the homes of the country—shingles for the roofs, rugs for the floors, and boxes to carry the shoes, coffee and bread. (The large case in the center on which the printing does not show was made to carry "Life Savers".)

Here we have the PBL,
What a funny, funny sight!
Step right up, dear girls and boys,
He really will not bite.

He came up here from 'way down South
And built his little nest;
And every night he flies right home
To take his evening's rest.

During the day, so they say,
If you look up towards the sky,
You see him perched upon a roof,
Balanced there on high.

He twists his neck and takes a peck,
And slate slides down his crop;
Bird's shingles are his favorite dish—
He never seems to stop.

Now, my friends, you'll travel far
Through many a distant land,
To see a stranger sight than this—
Isn't nature grand?

—Jerry the Office Cat.

This issue inaugurates a series of bird's-eye views of various inhabitants of the Bird Cage—by Mike and Ike. Watch out that you are not next!

Somebody, who apparently prefers to remain unknown, sent us, with other effusions, the bit of lilting prose-poetry we give below.

THE PESSIMIST

I'm singing now of neighbor Jim whose heart is always sad, no balm in Gilead for him, he is a doleful lad. Oh! this is wrong and that is wrong and everything is punk—he does not care for merry song, and mirthfulness is bunk. The politicians all are crooks, the business men are thieves—he tells this as he keeps his books and gathers in the sheaves. For him no minstrel raptures swell nor words of welcome hum, when he comes in with goods to sell—he is too doggone glum. Somewhere the sun is shining, somewhere old joy is boss—but not for neighbor Jimmy—he is a total loss.

CARD OF THANKS

I wish to extend my sincere thanks to all my friends for the beautiful floral tributes and expressions of sympathy given at the death of my sister.

Esther L. Foley.

OFFICE AND SALES

Beatrice Lavender, of the Stenographic Department has transferred to the Building & Roofing Sales to look after complaints.

John Hennessey, who left the filter beds for the Main Office, is enjoying his new work as janitor.

We are glad to hear that Ed Murphy, who recently underwent an operation for appendicitis at the Norwood Hospital, is convalescing well.

We enjoyed our visit with L. R. Smith, our Floor Covering salesman on the Pacific Coast, recently.

It was with real regret that his friends of the Main Office said "good-bye" to Cy Fogarty who has gone to San Francisco to take charge of the Pacific Coast office. He is accompanied with the enthusiastic good wishes of all of us for an unusual success.

Bill Murphy, our athletic traffic man, has joined the Westwood football team.

Elizabeth Lamore and Josephine Driscoll have recently joined the stenographic staff of the Service Department.

It seems good to have Gertrude Fairbanks back with us after her long absence because of illness.

We are glad to welcome Helen McDougall to the ranks of the dictaphone operators.

They're a bit late but no less sincere, our congratulations to E. O. Turkington, our Floor Covering salesman in Ohio, who was married in October.

R. B. Wadsworth has been going around with his head in the clouds since the advent of his small son. Congratulations.

We understand that Ralph Nutter has laid the foundation stone for his new home. He also is casting longing eyes toward a new car.

AN IDEAL FOREMAN

The following is supposed to present the kind of foreman that girls like, but it strikes us as the kind of foreman everybody likes.

The editor of a women's column in an employees' magazine published by a large manufacturing company recently asked a number of girls in different departments why they liked their foremen. The replies were not what the average sarcastic male would suspect. The foreman's age, looks, marital status and the way he parted his hair (if any) were ignored in the replies. Character, consideration for others and ability to handle a department smoothly and efficiently were among the qualities most admired. The following are the replies in substance:

He keeps the department clean and orderly.

He is careful of the safety of those under him. He sees that safety appliances are on all machines when necessary and properly adjusted.

He is not above taking a suggestion from those under him.

He always shows his appreciation of good work. When it is necessary to criticize, he does it in a kindly way.

We can count on him for a square deal. If trouble arises, he hears both sides before making a decision.

He always has a pleasant "good morning," or "have you plenty of stock?" or perhaps "you don't need to rush that order; we're ahead of the schedule."

He shows his interest in those under him by inquiring about absentees, and expressing sympathy with the sick and bereaved.

He never shows partiality when a vacancy is to be filled. In making promotions and transfers he considers the ability of the person to be promoted, not his personal likes and dislikes.

He knows who is on the job each morning and who is absent and knows who can fill a vacancy so that things will run smoothly.

He is clean minded and respects women.

BIRD CLUB ACTIVITIES

The first popular entertainment was put on in Bird hall, November 7. A capacity crowd was on hand as usual, and everybody seemed happy. A new feature of the entertainment was a woman playing solos on the slide trombone. Frank Lane, with his One Man Vaudeville Show, was interestingly and screamingly delightful. Dancing followed until midnight, Parky Rogers furnishing the joy strains.

The committee has the hall engaged for the following dates covering the season: December 12, January 9, February 6, March 13, April 17, May 8.

We have some good things in prospect, so mark these dates on your calendar in red.

VERY SPECIAL! We are going to put on an Amateur Night, February 6. All the talent must be from Bird & Son. If any one of us can do stunts of any kind, now is the time to come forward and volunteer for this occasion. We want to put some of our professional visiting entertainers in the shade. Let's all get together and make it a banner night! Volunteers, please report promises either to Mr. Badger, FX2, who is chairman of the monthly committee, or to Mr. Rouillard at FF.

We clipped the following item from a recent edition of a Boston paper:

> "Listeners-in on Armistice night, who enjoyed the splendid music by the male chorus of Norwood post, American Legion, will find it difficult to believe that the singing is the outgrowth of a few music-loving boys of the post, who early in the year often got together on a few barber shop chords to entertain informally at post meetings. The vocal material was so rich, however, that the young men took the matter more seriously, so they polished up their melodees so carefulee, that last Tuesday night they sang from station WBZ. The members of the chorus are, tenors: John Wheelock, Leo Bernier and James B. Maguire; second tenors, Harold Flood, E. J. Conlin and Dr. L. F. Johnson; first bass, Raymond Saumsiegle, Philip Baker and William Fulton; second bass, J. A. Sheehan and Herbert G. Johnson, whose subway bass is described as 'barreltone.' "

You will note that five of the singers are Bird & Son fellows. We are in hopes to include these singers in our entertainment for January 9.

CHANGES have been made in the cost of resident membership in the Bird Club so that every young man working for us and who is boarding and rooming should be interested.

In the first place, the Club House offers probably the best living conditions possible. This, together with the intimate contact of the young men from all parts of the plants and business, is of untold value to the young men who have come into our business in order to succeed.

The location of the Club House is perfect. The distance from the office and plants is by no means a disadvantage as any of the boys who have and do live there will testify.

The gymnasium is available for resident members as well as the game rooms and library.

As regards the cost, this has been adjusted so that it is not so much as the average cost of rooming out and getting meals at restaurants or the like. There is a further rebate for those members who are away over the week-end. Provision is also made to care for transient guests at meals, or for those who wish to come only for lunch.

If your name is not already on the list, we advise that you put it on at once by getting in touch with the Chairman of the House Committee, Wm. Koehler, Dept. EF.

Recently, under the direction of Mr. Conrad's Department, the grounds have been remarkably improved: a new road made, the lawns in front of house re-sodded, the garden cleared, grape vines trimmed, new trellis work built. Inside the house has been freshened with paint and new wall paper. Without question the spot is one of the loveliest in the vicinity, affording enjoyment at any season of the year. During winter months there is unusual opportunity to indulge in outdoor sports.

THE NEXT ENTERTAINMENT AND DANCE WILL BE DECEMBER 12.

WATCH FOR FURTHER ANNOUNCEMENT

BOWLING

THE Walpole–Norwood Industrial Bowling League is providing many interesting contests. Our men are proving adepts at rolling the balls, but they are finding the Berwick & Smith gang most worthy contenders. Matches are rolled every Monday and Tuesday evenings at the Norwood Civic. If you aren't on the team, go down and cheer. The boys will be glad to see you.

The standing to date:

	Won	Lost	Per Cent
Berwick & Smith	15	1	.938
Bird & Son, inc.	14	6	.700
Hollingsworth & Vose	13	7	.650
American Glue Co.	13	7	.650
Bird Machine	11	9	.550
Plimpton Press	10	10	.500
Winslow Bros. & Smith	7	13	.350
E. Fleming & Co.	6	14	.300
J. S. Cushing	4	12	.250
American Brake Shoe	3	17	.150

Highest single string 129, by Blasenak, on November 24, 1924.

Highest three-string 326, by Blasenak, on November 17, 1924.

Highest team three-string 1441, by Berwick & Smith, on November 11, 1924.

WALPOLE HOME BUILDING COMPANY

The Walpole Home Building Company have sold for Arthur A. Smith his property at 158 East street, East Walpole, to Perley F. Morton and Austin J. Quackenbush, formerly of Norwood. The new owners moved in several weeks ago.

The Walpole Home Building Company have sold at Westview, corner Pleasant and Sumner Streets, Norwood, a lot to Albion J. Gottberg, and a lot to Gunnar W. Gottberg. These lots contain about one-third acre each.

John Keyes has moved from the house at 12 Sumner street, Norwood.

James Donovan of Bird & Son has moved into the house at 47 Rock Hill Street, Norwood. This house was formerly occupied by F. J. Payne, who has moved to Dedham.

The addition and improvements to the Post Office Building have been completed.

"MOVIES"—BIRD HALL

The following pictures will be shown during the month of December:

Wednesday, December 3—Gloria Swanson in "A Society Scandal."

Saturday, December 6—Douglas MacLean in "The Yankee Consul."

Wednesday, December 10—William S. Hart in "Singer Jim McKee."

Saturday, December 13—Harold Lloyd in "Grandma's Boy."

Wednesday, December 17—Betty Compson in "Miami."

Saturday, December 20—Jacqueline Logan in "Flaming Barriers."

Wednesday, December 24—Dorothy Dalton and Jack Holt in "The Lone Wolf."

Saturday, December 27—Dorothy Devore in "Hold Your Breath."

Wednesday, December 31—Thomas Meighan in "The Confidence Man."

In addition to the above features Pathe News and Pathe and Vitagraph comedies will be shown.

VETERANS' ROLL OF HONOR

WE give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during December together with the names and anniversaries of our veterans who complete over 20 years' service.

			Yrs.
John Hammerli	Phillipsdale	Dec. 1, 1889	35
August Hilderbrandt	Paper Mill	Dec. 25, 1889	35
A. R. Jenkins	Floor Covering	Dec. 13, 1894	30
T. G. Henderson	Phillipsdale	Dec. 14, 1894	30
Harry Mann	Experimental	Dec. 1, 1901	23
J. A. Miller	Chicago	Dec. 1, 1909	15
C. T. Torrey	Chicago	Dec. , 1919	5
Herman Lauble	Box Shop	Dec. 2, 1919	5
B. A. Hathaway	Bldg. & Rfg.	Dec. 2, 1919	5
William Sullivan	Maintenance	Dec. 4, 1919	5
Frank Tohosky	Floor Covering	Dec. 6, 1919	5
Lawrence M. Johnson	Box Shop	Dec. 9, 1919	5
Frank Farrar	Power & Steam	Dec. 15, 1919	5
August Lopes	Phillipsdale	Dec. 18, 1919	5
Alek Szugai	Bldg. & Rfg.	Dec. 22, 1919	5
Gladys Duncan	Credit	Dec. 29, 1919	5

HAMILTON AND PONT ROUGE

E. Petit	November 4, 1910	14 years
A. Tessier	November 4, 1910	14 years
J. Lamothe	November 10, 1910	14 years
E. V. Ingledew	November 6, 1912	12 years
G. C. Schnabel	November 1, 1918	6 years
H. Leclerc	November 11, 1918	6 years
W. L. Watson	November 7, 1919	5 years

The Neponset Review

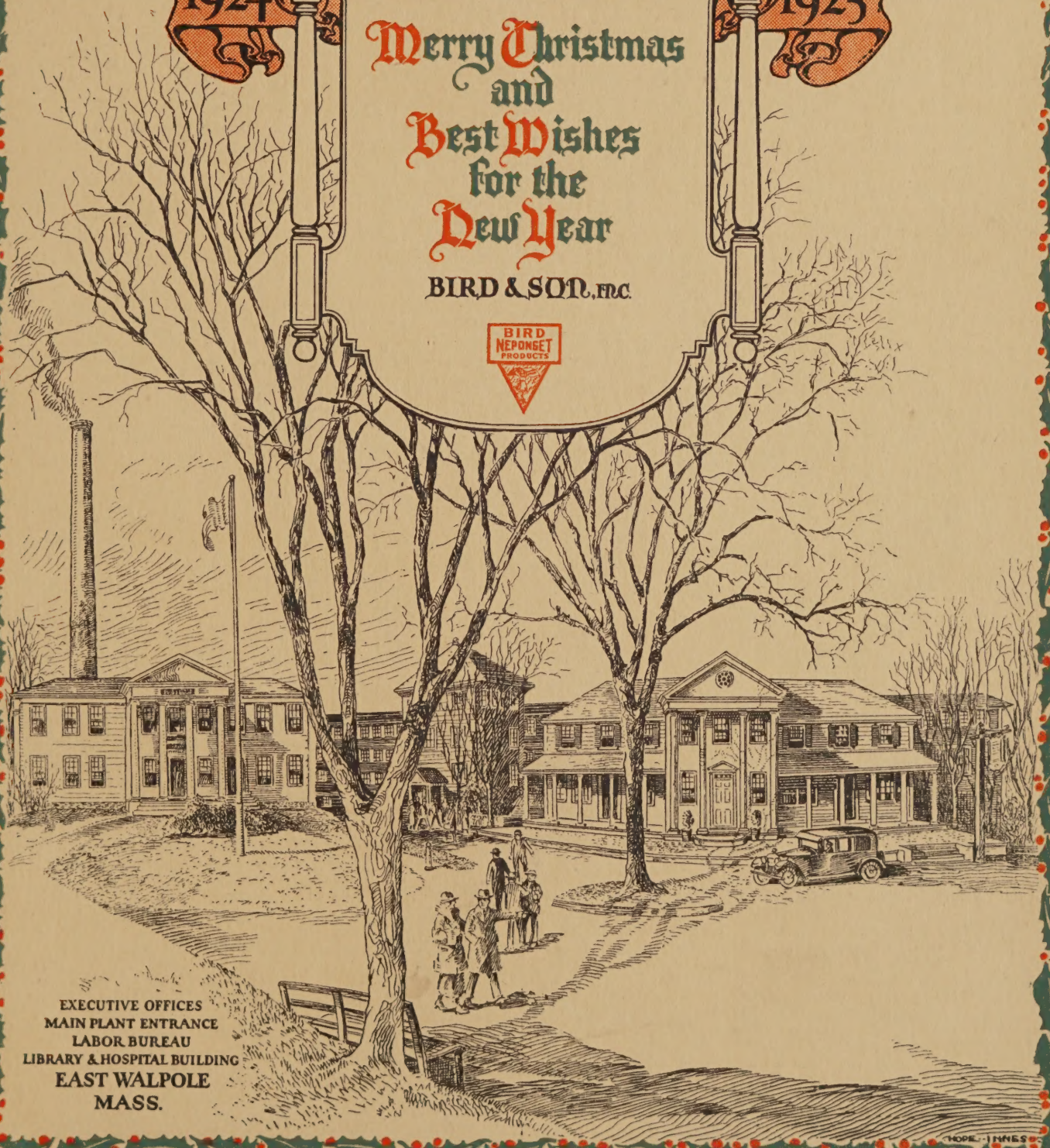
HOLIDAY NUMBER

1924 1925

Merry Christmas
and
Best Wishes
for the
New Year

BIRD & SON, INC.

BIRD NEPONSET PRODUCTS



EXECUTIVE OFFICES
MAIN PLANT ENTRANCE
LABOR BUREAU
LIBRARY & HOSPITAL BUILDING
EAST WALPOLE
MASS.

HOPE-INNES

The NEPONSET REVIEW

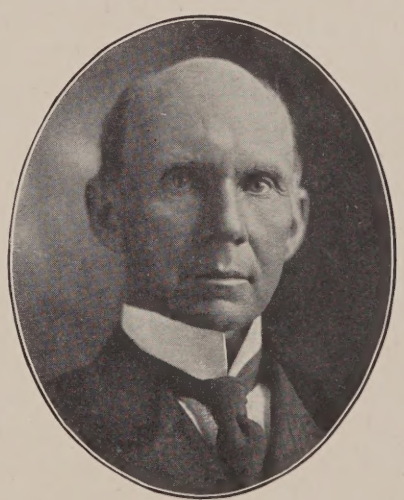
Our President's Message

I hope that 1925 may be as full of accomplishments and satisfactions as 1924 has been.

The result of the National election was satisfactory to all lovers of law and order and for a while, at least, the Anarchists and the Bolshevists, who seek to demolish all governments, have been struck a crushing blow; in fact, throughout the world the doctrine of communism has lost ground.

I am more than ever convinced that without religion the world would be a poor place in which to live. I mean religion in the broadest sense—the kind so wonderfully exemplified by the words and deeds of Jesus Christ.

It is my belief that the people of the world have improved both spiritually and materially during the past year. Business, too, in Europe has become somewhat stabilized and that, of course, reacts favorably upon America.



It is said that the manufacturing business of New England is slipping. I doubt it. There may be a recession in some lines, but the slack is being taken up in other lines. At all events, the business of Bird & Son in Massachusetts, in Rhode Island, in Illinois and in Canada, is not slipping. On the contrary we are gaining, year by year, as rapidly as it is safe to gain. Of course business is getting more competitive, but that is as it should be. A business protected by patents, or by monopoly, grows fat, lazy and incompetent and is on the road to failure. Keen competition keeps one's wits keen. I repeat—we are not slipping. I have before me our October tonnage. Our shipping departments handled (inward and outward) 2000 tons of merchandise during *each working day of October* and that, too, exclusive of our Canadian business. Of this over 1600 tons per day was handled in New England. That was a record month, but we expect to exceed it during 1925. So much for the material side of our business.

One test of our business is the human fruit it develops—the character and the spirit of our workers from the top to the bottom of the ladder. If our business helps to make the home life in this community happier and more useful, if our material prosperity is reasonably and fairly distributed among our different units, then, and then only, can we claim to have laid the foundation of an enduring and worthy business organization. We must not be rich in cash and merchandise and other material possessions and yet be poor in meritorious deeds of love and charity.

Friends, the spirit of comradeship and of co-operative endeavor has been the greatest asset in the upbuilding of our business. That spirit pervades our organization today to a greater degree than ever before and that is why I have great confidence in our future success.

To every one I extend a Christmas Greeting and a Happy New Year.

Charles S. Bird

FROM THE SALES

IF I were asked what one word expressed more than any other the essence of good business I should take the word "SERVICE." It is a remarkable word because it is so all-embracing. The term "Service" has been contracted to mean "Quick Service" in handling an order and getting the goods to the customer. While this may be important at times, it is only the one last step in carrying out real service. This interpretation is entirely too narrow.

Every individual in every department of the business has a part in the "Service" which must be given in building up and holding a successful business and the aggregate service of all of the individuals is what makes quality products, prompt planning, right production costs and selling costs, all of which allow us to compete in the world's markets for business to keep our mills running.

I think it was Charles W. Eliot who said that, "The permanent satisfactions of life are measured not by what we get out of life but by what we put into it," and everyone of us who looks back on his own experience knows that this is very true.

The more each of us can cultivate the "Spirit of Service" in our every-day work, for our business, for our community, state and country, the more we will feel that we are doing what we can in our small way to make this world a happier and better place in which to live.

With the uncertainty of the Presidential election over and Calvin Coolidge, that honest, God-fearing son of New England, sitting in the White House for the next four years, we can all feel that sanity and common sense are coming back into fashion.

So far as our own business goes, it has been a great year, the greatest year in our history in volume of business done, and while business conditions have helped, we can rightly say that it has been due to the real "service spirit." All departments have worked (to use a simile I love to use) like a real baseball team.

The Spirit of Christmas is quite the most wonderful thing in the world. May we all drink a deep draught of this spirit this year.

Philip R. Allen

FROM THE MANUFACTURING

THE old saying, "Onward and upward," is a very good one to keep in mind. We must, however, as a guide for the future, pause at times to look backward. As the New Year approaches, we must review the past year, giving credit to the men all along the line who have done their part to make this business a success.

This year has been filled with interesting new developments, satisfying increases in production rates and capacities, and there has been the usual harmonious and pleasant relation between departments. I wish I could mention by name every one of my fellow workers, beginning with S. B. Montgomery, Assistant Manufacturing Manager, and express to them my appreciation of the careful and efficient manner in which they have done their parts in the work which is so important to our progress, but it is not possible in this short article. I do want them to understand that their efforts are fully appreciated and that I wish them all a Merry Christmas and a Happy New Year.

George R. Wyman

THE YEAR IN REVIEW

IT is good that custom has set aside this time, when, in the generous Christmas mood, we readjust our sense of values, giving the rightful important place to love and friendship and good will, which, after all, make living worth while. Gladly, at this Holiday season, we give expression to our kindly thought toward our friends and extend to them our sincere good wishes for happiness and prosperity throughout the New Year.

Many things have contributed to make the past year better than the preceding and the best year to date in our long history. We have been able to operate at more nearly maximum rate than general business conditions would seem to have warranted. Our organization has functioned smoothly and has carried added burdens easily and efficiently. Here and there we find outstanding advances—a new building started, a new machine installed, a new product added to our line—but, for the most part, the record is one of little changes and improvements, each small in itself, but in the aggregate representing a real gain which gives courage to face what the coming months are to bring and faith that we shall go forward successfully. It is our pleasant task to recount a few of the many achievements and new records attained by the several departments.

Paper Mill Improvements

In "looking backward" over the year 1924, S. W. Smith, Superintendent of the Main Mill, finds his house in order and improvements completed or under way so that he and his associates can say with confidence, "Bring on your 1925 business. We are ready."

The Shartle beating system, installed for No. 5 machine, has proved such an asset that another beater of this type is now being installed for No. 2 machine. This change makes possible the discarding of most of the Allen engines, which means more storage space for raw paper stock to be used directly in the remaining mixers.

All the paper machines have been improved: No. 2 has new Bird screens and the seventh mould has been added, which means cleaner and more uniform stock, as well as somewhat increased production; No. 3 has been thoroughly overhauled and lined up, the calendars and presses reground and new foundations placed under the driers.

New Record Made

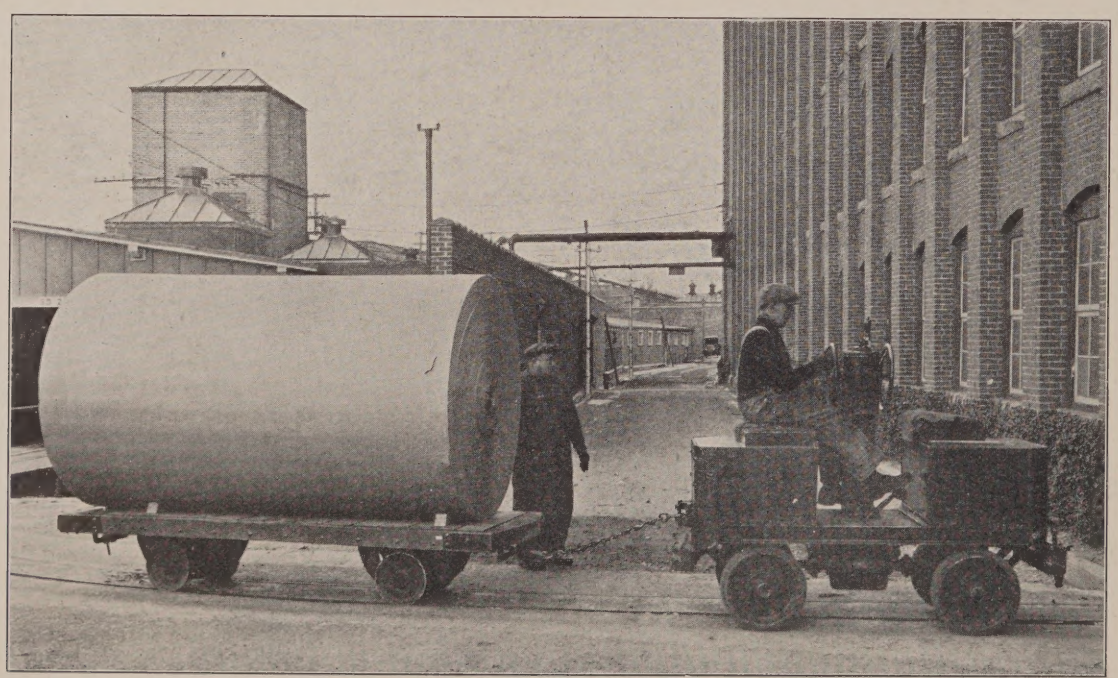
The addition of an eighth vat, the widening of the press rolls, together with the finer screen plates which have been put on, have helped to improve the quality of the product and also increase production on No. 5. Carl Schaier, Assistant Superintendent, reports proudly that four occasions during the year over 100 tons have been produced in a day on this machine. The latest record was hung up on December 4th when 102.2 tons of board were made.

The drastic changes made on the Pressboard machine at the Finishing Mill have made possible a board that, E. H. Bartlett reports, is of the highest quality, unsurpassed in its high finish and density. The addition of driers and coolers on the coating machine eliminates the difficulties brought about by changes in temperature when running during the summer months.

Banner Year in Fibre Case

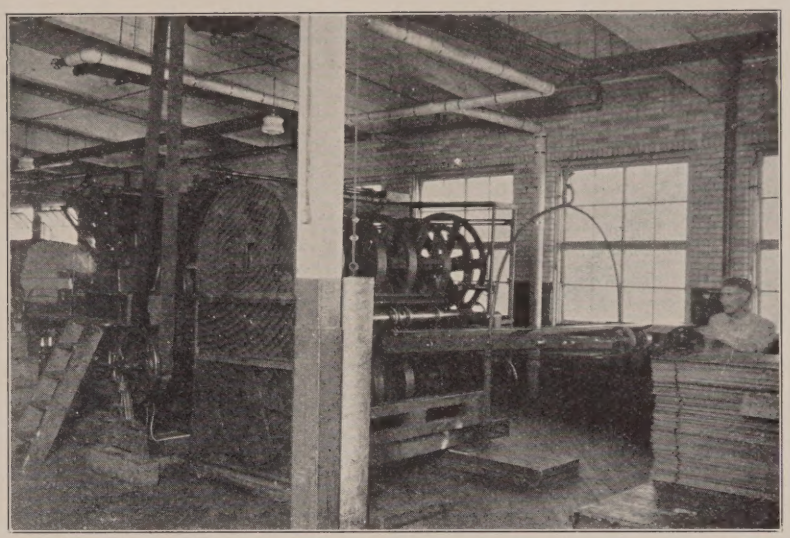
Probably the Main Mill division which has gone ahead with the greatest strides is the Fibre Case. They have not only increased production on the regular lines, but have added new ones, and now are looking forward to the production of corrugated cases.

The early part of 1924 found the Fibre Case Department swamped with orders which showed that the equipment was insufficient to meet the demands of the Box Sales Department. When this condition showed no signs of letting up, but rather showed a tendency the other way, new machines were ordered and in April some of the most modern and efficient box-making machines on the market were installed. The final remnant of the old original Bird creaser was replaced by a new Knowlton creaser and slotter, and a new Swift 110″ creaser, one of the most up-to-date box machines in the industry, capable of running two boxes in one operation at a speed of 2000 sheets per hour, or 4000 complete boxes, was added to our creasing equipment on the fifth floor of FX1. In order to even up the increased box-making equipment, a new printing unit was put in—a Hooper Press, the largest box-printing press ever turned out.



Ready to be Made Into Fibre Cases

In One Day, Twenty-three of These Enormous Rolls, Each Weighing Nearly Nine Thousand Pounds, and Containing 9500 Linear Feet Were Made on No. 5 Machine



New Hooper Press

This Big Machine Can Print, Put in Cross Crease and Slit Board—All in One Operation

Bliss Box Added to Line

During 1924, the Bliss Box business was developed and, at the present time, we are supplying four of the largest rubber plants in this section with this type of box, which offers not only a saving in amount of board required as compared with the regular style case, but gives a re-enforcement on all corners of the case which makes for added strength, especially on heavy shipments or cases that must be reshipped by jobbers and distributing agencies.

High Production Marks Reached

With the increased demand for our boxes, even with additional equipment, we were pushed for production, which meant increasing the output of the machines. Both J. B. Maguire and R. L. Tupper find satisfaction in looking over the production records of the year. All previous records, both in tonnage and number of cases, have been bettered by very large gains. For one day's run on the creasers we have 81,650 complete cases. Three years ago, 20,000 cases was considered average. Recently the record tonnage was turned out—553 tons in one week.

New Corrugated Unit

Plans have been completed for a corrugating department which, it is expected, will be put in operation some time during January, 1925. This new department will be located on the B Floor of FX1, where the Shipping Department is at the present time. The entire floor will be given over to the box-making machines, while the corrugator itself—an 80″ machine of the latest type—will be located in the basement alongside of the present solid fibre combiner. When this arrangement is complete, FX1 will be devoted to manufacturing space entirely. We expect to turn out 100,000 square feet of corrugated board per day for the first month, and on March 1st plan to have the capacity up to 200,000 square feet per day. This will mean strenuous work by the Sales Department to keep the new plant in full swing, but C. H. Andrews and his able corps are already making plans for this new distribution and they believe that our location right in the heart of New England with its widely varied industries places us in a position to render a maximum amount of service to New England industry.

A new building is now under construction which will house the combined shipping departments for that end of the mill and also provide storage space for the raw materials to be used in the manufacture of corrugated board.

Business has continued good on shoe cartons, tack and screw boxes, and, on Neponset flower pots, we have struck a new high mark in the number produced and shipped. Improvements have been made in the finishing and inspecting of cartridge paper, in the handling of finished shoe cartons and in other ways throughout No. 2 Box Shop departments, so that they are ready to handle 1925 business more efficiently than ever.

Maintenance Division Busy

Supervising new construction, making the improvements and changes which help the production departments to do their work quickly and efficiently, keeping the buildings, the machinery, the grounds in order—that is the work of the Engineering Division, the story of whose achievements is incorporated in the story of every other division of the plant organization. Under the direction of C. W. Conrad, plant engineer, and F. B. Duncan, the improvements have been made on the paper machines, the new dusters and the cutter added in the Sorting Room, the new Shartle Beater installed, the new offices in FX2 were built, the press board combiner overhauled, and

the new coating machine for finishing pressboard built. Perhaps the really outstanding event of the year in this department was the building of the transformer house so that we could have an emergency power supply from the Edison Company.

P. A. Guttormsen reports a new feed water heater in the boiler room and the removal of all feed water pumps from the old heater house, making a safer and more efficient arrangement for our boiler rooms. The equipment driven by B engine was equipped for motor drive and this engine has been shut down permanently. This electrification also involved separate motor drives for the four Allen pumps.

The New Year finds them all hard at work on the installation of the new Shartle beater, which is to prepare stock for No. 2 machine, the building of the new storehouse west of FX1, and the installation of the new machinery for making corrugated fibre cases.

Not a Day Lost at Phillipsdale

"Not one day of lost time this year" is naturally enough the factor in the year's story which gives the greatest satisfaction to T. G. Henderson, Superintendent of the Phillipsdale plant. He says that many times he was tempted to run the mill on Sundays and holidays in order to meet the urgent demands for felt. The mill has produced at a greater rate than its normal capacity and has exceeded the budget by nearly 11%, a feat made possible by the many improvements that have been made and by the closer production control brought about by the addition of a laboratory and inspection department. Ninety tons is the high mark for the year with 100 tons to shoot at in 1925.

During the year, several changes were made in the arrangement of the wet end, the most notable of which was the installation of a new 22" suction roll, replacing a much smaller one. The vapor absorption system was extended and improved and direct connected ventilating fans were installed on the roof.

In the beater room, two worn out wooden tubs were replaced by iron tubs.

Additional storage for rags has been provided by means of a new stiff leg derrick capable of handling and storing about 75% more than our former capacity, and a spacious storehouse was built in place of the old one destroyed by fire early in the year.

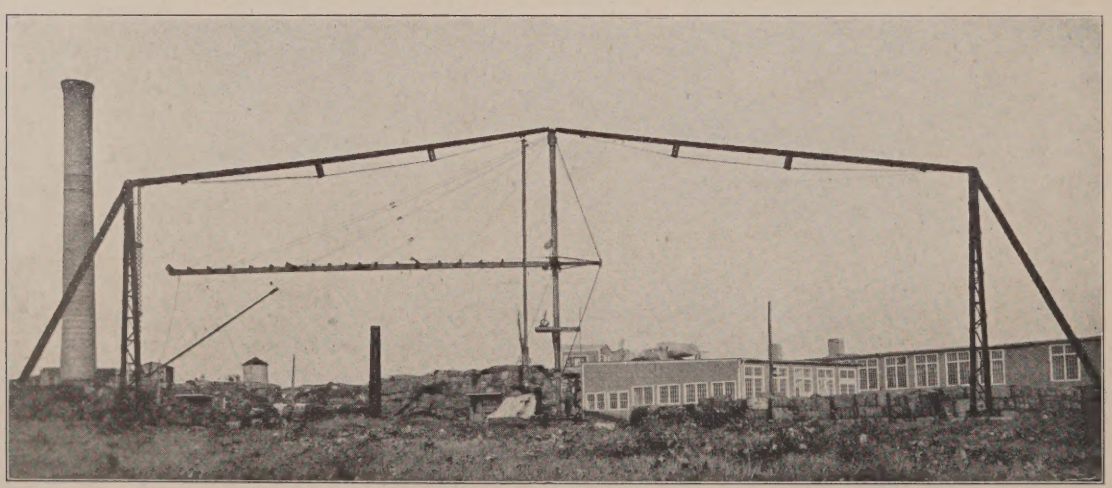
In the boiler room, new Riley stokers, a new feed water heater and a fan to take care of the dust from the ash pit, lessen the labor and increase the efficiency of the department. The engine room, too, has been improved with a new exciter and a voltage regulator, and the fresh coat of paint here makes it the real show place of the plant.

Irving Eaton and Rex Salisbury, with all of the DP folk, share in the enviable march of proggress.

Big Year in Roofing Department

The year 1924 opened enthusiastically in the Building and Roofing Division with a salesmen's meet-up at which all our salesmen, together with representatives from all the roofing plants—Norwood, Chicago, and Hamilton—got together to plan for the year's work and certainly the plans started at that meeting have borne fruit.

The last of December, 1924, will probably see us 250% ahead of 1920 in our sales of shingles, and the total tonnage shipped in October was far greater than in any previous month in the history of the Norwood plant. A whole volume is contained in that one sentence,—a story of consistent, untiring effort by the Sales Department in promotional work, circulation of builders and dealers, application of the principles of 50/50



Stiff-Leg Derrick at Phillipsdale
This Derrick One of the Largest in New England, Will Increase the Storage Capacity for Rags 75%

advertising, and a thorough-going publicity in New England newspapers; a loyal, earnest co-operation on the part of the men in the mills, in producing the goods, maintaining and improving the quality and shipping in increased quantities on time. The Shipping Department has set a record of shipping 557 tons in a day, 2500 tons in a week and 9100 tons in a month.

Plant Improvements

During the year some items of plant improvement have been made which have effected reduction in costs and made for efficiency in production and handling. The most notable are: the new boiler room installation, new finished asphalt storage system, use of dump body trailers in the yard, the addition of a power shovel for unloading cars of slate, and improved methods of handling waste.

F. H. Hird, W. W. Wilson and A. S. Downey in Chicago tell the same story of advances made during 1924. The physical equipment has been improved, and they proudly tell of the practical elimination of complaints, which indicates that they are keeping up the quality and giving the service they want.

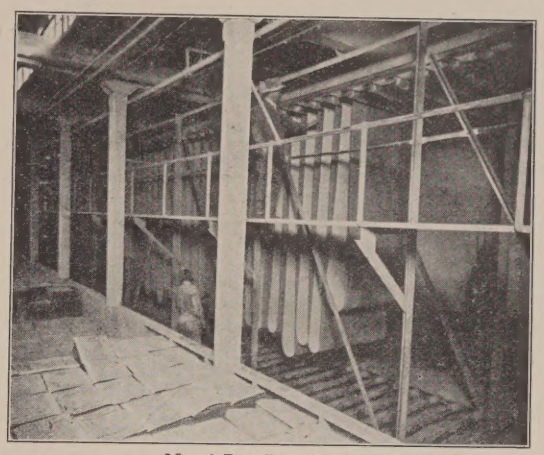
Canada has had an exceptionally trying year and our plants have felt the effects of the depression, but the wonderful natural resources of the country—forests, minerals, water power and a wheat belt second to none in the world—give them ample reason to expect great things of the future. W. R. McNeil is looking forward to better things in the New Year.

P. H. Bailey, Sales Manager, with W. E. Hale in charge of the Eastern Division, and A. D. Kilham in the Southern Division, are already making plans for a bigger year in 1925, and E. M. Lines and E. L. Chamberlain, on the manufacturing end, with their loyal force, stand ready to do their share toward making the vision a reality.

Floor Covering Division Sets Pace

With a record of operating throughout the year without the loss of a single day, every department in the Floor Covering Division has hung up new production records. An additional printing machine and large oven equipment were installed, increasing the oven capacity of the plant—the neck of the bottle—approximately 80%.

Improvements developed in the laboratory enabled the undercoating of sufficient material to allow for an 80% increase in printing capacity without increased costs in machinery or building. The Finishing Department efficiently carried out the difficult task of putting into operation the new rug finishing room. An art department has been developed during the year, which has been of material assistance in the selection of patterns and color schemes, and this, with the care given to printing, has resulted in a very much improved product.



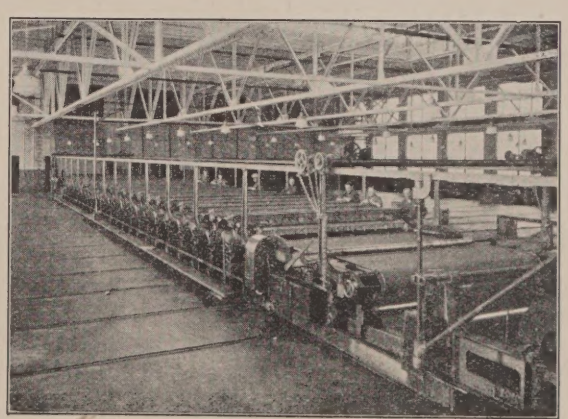
No. 1 Roofing Machine
Looper and Cooling Section

The chief source of satisfaction comes, however, not in the meeting of the increased demand successfully, but in the fact that the quality of the product has been constantly improved. The finish excels that of any other printed floor covering made and it has the highest qualities of permanence and durability.

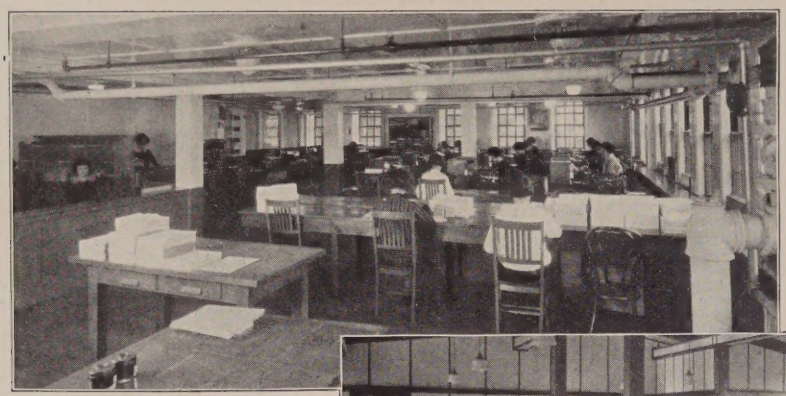
Expansion Planned

Already this enthusiastic organization is looking forward to 1925 when it is planned to add a new print machine with its machine room and ovens, together with a new department for the boiling and treatment of oils and a new painting and grinding building.

It is not an exaggeration to say that this division has set the pace,—the Sales, under H. E. Sawyer, Jr., with W. B. Rogers in East Walpole, and R. W. Westcott, Chicago, the manufacturing under E. M. Lines and R. M. Wight, for selling and producing goods. They are looking forward, and with justification, to a rosy future.



Where Floor Covering and Rugs are Printed



Stenographic Dept. and Mail Room in Light and Airy Quarters

The Cost and Stores Accounting Depts. Have Plenty of Room in their New Offices

Office Departments

In the early part of 1923 it was very evident that more office space was necessary to take care of the increased business. We had been crowding ourselves for years until it had reached the point where some change was necessary. In looking over the situation, it was decided that the upper floor of the easterly section of Bldg. FX2 would be a fine location for certain office departments. After a further study, it was finally decided in March, 1924, to proceed with the alteration of nine bays, 12′ x 40′ each, to house the Purchasing, Traffic and Cost departments. It was a joyful day for all departments when they moved into these quarters and from that day to this they have never had a regret. The layout, to say nothing of the air, light and equipment, are all that can be desired.

The Sales display on the middle floor of the Tower of this same building was given up and the room fitted for the Powers Machine Department which was transferred from the floor below. In one room of the quarters formerly occupied by the Powers machinery are located the Multigraph and Addressograph machines and in the front room a new three-position telephone switchboard is being installed which is almost the last word in PBX boards. It has a capacity large enough to meet our requirements for a good many years to come.

The transfer of these departments has made for decided improvements also in the Main Office. The removal of the Purchasing Department from the upper floor made for a rearrangement of all the Sales Divisions. The files taken from the lower floor and transferred to the middle floor, where the Cost Department was located, also made for a marked improvement and betterment in supplying the wants of the different departments.

Triangle Building Remodeled

Decided improvements have taken place in what we call the Triangle Building where are housed the Library, Hospital, Labor Bureau and Credit Union, as well as in the office of D. A. Chase. Such a marked change has been made that one would not recognize it as the same building, neither inside nor outside.

All these changes and additions spell progress in the office division. Each department has reason to feel that 1924 was a good year. In the Accounting, under A. H. Anderson, new and better records have been kept for the mill and sales departments. A. H. Russell and his staff have reason for pride in the mill reports of the adequate supply of raw materials; the financial and credit end has been well handled by H. H. Miller and his force, and every shipping record is a record for service by the Traffic Department with M. J. Hawkins at its head. The people in the office are the fellows "behind the lines," and on them depends in a large measure the success of the manufacturing departments in producing goods and the sales departments in marketing them.

Research Work Well Established

This is the day of the scientist in business, and increasingly the importance of laboratory research and development is appreciated. For each mill, or group of mills, a research department has been established, with E. L. Connolly in charge at the Main Mill, J. F. Maguire at the

Floor Covering Plant in Norwood, D. B. Kimball, Roofing Plant, Norwood, A. H. Chamberlain, Felt Mill, Phillipsdale, R. B. Thurston, Roofing Plant, Chicago, and C. L. O'Brien, Roofing Plant, Hamilton.

During the past year, special effort has been made to solve our customers' problems. In some cases we have duplicated their machines for laboratory use so that our method of inspection may be more practical and intelligent. It is painstaking work, and often tedious, to establish standards that shall determine the quality of our product and to make studies that shall improve it, but the decreasing number of complaints received during the year denotes real progress.

Planning Departments Decentralized

During the year, the Planning Department has carried on increased work by reducing its forces and decentralizing the details so as to bring the scheduling and planning of each division closer to the mill and its corresponding sales unit. These decentralized units have coordinated by weekly conferences under the guidance of R. C. Floyd for the Sales, and P. N. Hills for Manufacturing, and the improved results in getting out goods have been of decided advantage to all.

BUILDERS

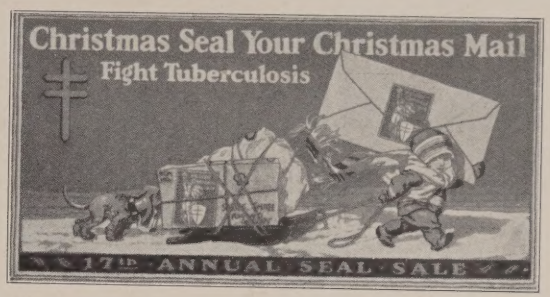
Isn't it strange that Princes and Kings
And clowns that caper in sawdust rings,
And common folk like you and me,
Are Builders for Eternity?

To each is given a bag of tools,
A shapeless mass and a book of rules;
And each must make, ere life is flown,
A stumbling block or a stepping stone.

—Selected.

HEALTH

TWENTY-ONE years ago on Christmas Eve, a young man stood at his work in a post office in far-away Denmark. Thousands of



Christmas letters were pouring through his hands. And as he worked he thought how wonderful it would be if all the happy people who were sending glad Yuletide messages would add a special Christmas stamp to their letters and cards. That extra money would build a hospital in his town for the children sick with tuberculosis.

The young man took his big idea to the King and Queen of Denmark. His plan was enthusiastically greeted. His first Christmas Seals appeared in Denmark in 1904, and the little children got their hospital.

From this simple beginning grew the widespread custom of selling Christmas Seals to fight the Great White Plague.

Vast amounts of money are needed to bring back to health those who have been stricken with this most cruel of all diseases.

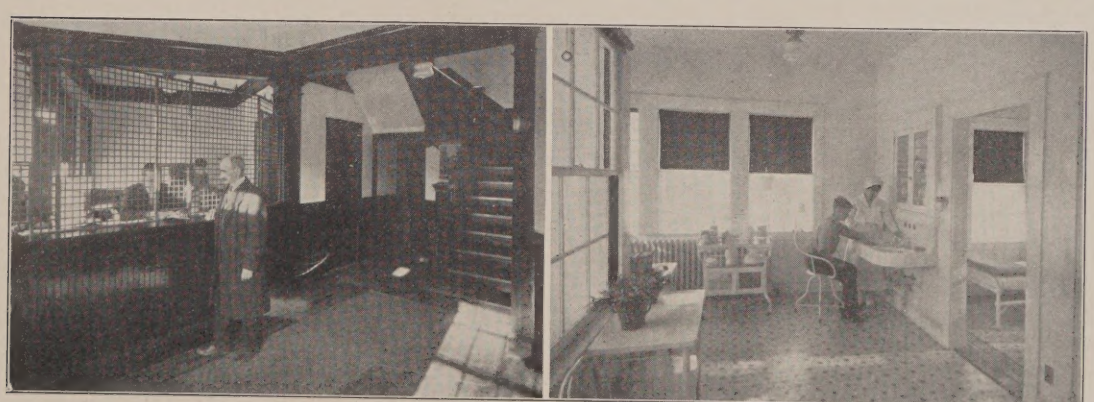
Here is a very brief record of the work in Norfolk County:

Clinics—Examined 650 children at 23 clinics.

Health Camps—Cared for 40 underweight

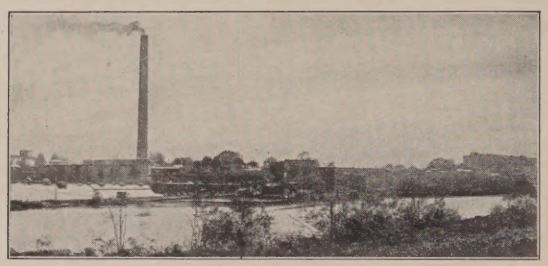
Educational Work—Taught 4,000 children in Norfolk County habits of health through the Modern Health Crusade.

This Christmas give the greatest gift of all—the gift of health.



Two of the Labor Bureau Divisions in Their New Quarters

1. The Credit Union—Real Bank Which Serves 727 Members. 2. The Attractive Mill Hospital Room where Constructive Health Work is Carried On



NEPONSET REVIEW

Vol. XIII. JANUARY 1925 No. 1.

Published Monthly by the Employees of Bird & Son, inc.
East Walpole, Massachusetts, U. S. A.

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Pont Rouge, E. A Deslisle
Phillipsdale, T. G. Henderson
Chicago, W. W. Wilson
Health, M. R. Leavitt
Building and Roofing, E. L. Chamberlain

The *Neponset Review* will gladly publish communications, suggestions, photographs, or articles of interest to its readers.

Address all correspondence to the Editor, *Neponset Review*, East Walpole, Mass.

The world has grown cold with its burden of care,
But at Christmas it always is young;
The heart of the jewel burns lustrous and fair,
And its soul full of music breaks forth on the air,
When the song of the Angels is sung.

—Phillips Brooks.

A GOOD PLACE TO WORK

BIRD & SON is a good place to work. That is the verdict of 315 members of the Old Timers' Club who have liked their jobs so well that they have stayed here for over 10 years, and, in many cases, up to 30, 40 and nearly 50 years. Six hundred sixty, or over one-third of the total number of fellow workers, have worked here over five years. Probably no other industrial organization in the country of its size can match this record. These men and women, the nucleus of our large family, base their opinion of Bird & Son on the actual conditions which exist here, compared with conditions generally and in certain particular lines of business.

In reading the articles which appear in this number, one will notice that several of our plants operated every working day in the past year, not an hour's lost time. In general our business is constant; slack periods are rare occurrences. The demand for our products, which is steadily increasing, is carefully and systematically planned. We do not have violent ups and downs, but a steady output and growth that calls for more men, more machinery and more buildings each year. This growth means opportunity. Ten years ago we had 1100 employees—today we have 1825.

Wages and working hours in all our plants compare favorably with those in any manufacturing organization in the country. In fact, in most localities where our paper mills are situated we were the pioneers in establishing the eight-hour day in the industry.

Bird & Son, as well as every fellow worker, takes great pride, not only in the particular work they turn out, but in the clean, safe and modern working conditions which exist. Our plants are given commendable rating by the state, municipal, fire and accident inspectors.

Vacations with pay are granted to all employees after ten years' service, with the customary vacations for office workers.

Many employees' activities are aided and encouraged by the company. The Mutual Benefit Association, with nearly fifteen hundred members, is open to all employees after one month's service and provides liberal sick and death benefits and physicians' services. Nine years ago the members of the Benefit Association organized their own savings bank, the Neponset Credit Union. It has grown wonderfully until today it boasts 727 members, and the last yearly statement of October 31, 1924, showed a business for the year of $165,991.31.

Space alone prevents us to elaborate more on the many other features connected with our plants and offices, such as sports and athletics, fire brigades, rest rooms, brigade and club rooms, lunch rooms and lunch counters, library and library service, hospital and first aid rooms, medical service, safety organizations, employees' garages, suggestion plans, plant paper, and other Labor Bureau employee service.

In the 130 years of its history this concern has been directed by three generations of the same family. The many products we manufactured have been continually improved and developed until the familiar Neponset Trade Mark is accepted everywhere as the sign of excellence of basic materials, scrupulous attention to manufacturing processes, and a tempering of all business relation with good will and old-fashioned honesty.

LIBRARY

HAMILTON W. MABIE'S the "Book of Christmas," is a compilation from the writings of some of those who have helped us to appreciate the true Spirit of Christmas. In the introduction he speaks thus of the Christmas-tide:

"At the end of nearly two thousand years Christmas shows no signs of decreptitude or weariness; its danger lies not in forgetfulness but in perverted uses and overstimulated activities. Its commercial availability is pushed so far that its sentiment often loses spontaneity and charm in excessive organization and prodigal distribution. The Christmas shopper suffers such a perversion of feeling that she hates the season she ought to bless; and the modern Santa Claus is so intent on the ingenuity or the cost of his gifts that he overlooks the only gift that warms the heart and translates Christmas into the vernacular.

"If Christmas is to be saved from desecration and kept sacred, not only to faith but to friendship, its sentiment must be revived year by year in joyful celebration of the old rites. We must rekindle the old fires and join hands with the vanished companies of friends who have kept the day and made it merry in the long ago. The echoes of ancient song and laughter give a rich merriment, a ripe and tender wealth of associations. The mirth of one Christmas overflows into another until the sense of an unbroken joy, sinking and rising year after year like the tide of life in the fields, is borne in upon us. This sense of the unity of men in the great experiences steals back again into our hearts when we hear the old songs and read the old stories.

"Alexander Smith, whose book of essays, 'Dreamthorp,' is one of the books of the heart, —for there are books of the heart as well as books of knowledge and books of power,—kindled his imagination into a responsive glow by rereading every Christmas Day Milton's 'Ode on the Morning of Christ's Nativity.' When one opens the volume at this great song, it is like going into a church and hearing the organ played by unseen hands; the silence is flooded by a vast music which lifts the heart into the presence of great mysteries. But there is a time for private devotions as well as for public worship, for domestic as well as religious celebrations; and for every hour and place and mood there is song and story.

"There are tender hymns for the devout, and spirited songs for those who celebrate together old days and ancient friendships; there are quaint carols for those whose hearts long for the quiet and pleasant ways of an olden time, and there are roaring catches for those whose gayety rises to the flood; there are meditations for the solitary, and there are stories for the little groups about the fire."

JANUARY FIRST

A NEW YEAR'S resolution, as Henry Ford once said of History, "is mostly bunk." It is a standing joke in the newsprints, in our homes, clubs and offices, as well as on the street, that we make them but to break them. Thus it seems that New Year's resolution-making is for soft heads and wabbly wills. Unless you would be thought a ninny, don't advertise yourself as one.

However, I will stand for it once more. So, then, here is mine:

RESOLVED, That we make no more.
All in favor say "Aye."
Otherwise minded, the same.
The "Aye's" have it.

And now that that is out of the way, let's get down to business as individuals on January 1.

One of the prime essentials of good business practice is a thorough inventory, that we may know just where we stand. Than this, I can conceive of no more important individual undertaking. I am not now thinking of material possessions, but of those more valuable mental and spiritual qualities which, taken together, form that indefinable something called character or personality.

Who are you, anyhow?

Have you any positive mind stuff to inventory? Are you a mere acceptor and repeater of commonplace claptrap such as is manufactured and peddled wholesale to the herd? Or does your mind reach even beyond your grasp so that your ideas are native, indigenous, and carry the tang of yourself?

Have you any soul stuff to inventory? Are you content to live day following day in bovine contentment with the trivial things that merely satisfy low selfish desires? Or, using and building on these, have you any clear conception of that which is good, true and beautiful for all of us? Is your faith in God and man mere hearsay—a thing of fears and phrases and churches and creeds? Or can you take it out-of-doors, test it by the clear white light of things as they are—ugly and fine, good, bad and indifferent—and still find it a sustenance?

Have you any determination to inventory? Are you drifting or steering, driving in the highway or being towed you know not whither? Are you forever in somebody's leading-strings to mediocrity or baseness? Or, catching a vision of some great emprise, and sensing somewhat of your own freedom and strength, are you doing with what talents you have that which you alone may provoke and accomplish?

A weak resolution weakly broken makes us flabby. A stiff inquisitorial inventory might strengthen our spines and sting us into action befitting human beings.

What do you think?

—H. E. R.

The Years of Service in This Group Range from Twenty-five to Forty-seven

Front row: John M. Smith, Charles S. Bird, John H. Smith, William P. Landy. *Second row:* John H. Maguire, Andrew Mannimon, James B. Hammond, Carl Schaier, Michael F. Sheehan, James E. Smith, George R. Wyman, Elmer H. Bartlett, Maurice Ahearn, John Hennessey, Richard C. McCabe, John Cullinane, Andrew C. Urquhart, Vitus Gleichauf, Marshall Grant. *Third row:* Philip R. Allen, Dennis Cullinane, Eric Anderson, Charles Derry, Albert Erickson, John J. White, Herbert D. Taylor, Thomas Graney, Albert R. Jenkins, Frank W. Fisher, Georgia Brennan, W. F. Geary, Emanuel Johnson, John Sullivan, John J. Linnehan, August Hilderbrandt, George Doderer. *Fourth row:* Hattie Willis, Annette C. Blaney, Florence Holmes, John Hale, John Dower, Fred I. Plaisted, Martin King, Dan McDavitt, Fannie Murphy, James Kivlin, Gus Hagman, Rose Friary, Frank Murphy, Mary Friary, Dan. A. Jones.

SUGGESTIONS

AT the meeting held on December 3rd, the following suggestions were accepted:

Hardened tool steel plates with teeth on incline chain, No. 3 hanger — Charles A. Flower, FFM

Side boards for four wheel brakes — Lewis A. Gammell, FFV

Measuring tape on both sides of tables in FFF — Clarence Hagman, FFJ

Braces for 12/4 cores on No. 5 Machine — Ralph B. Kemp, FBP

Boxes on winder for stickers — W. J. Livingston, DPP

Pump drive — W. J. Livingston, DPP

Extend water drain — Allan E. Lond, DPM

Operating switch for light on motor platform — John Lydon, FXT

Improved method of carrying slitter knives — Arthur Maguire, DFW

Cover holes in floor over No. 9 Press — Arsene Marchand, FXP

Speed up winder — C. Pierson, DPP

The standing of the leaders is now changed somewhat:

W. J. Livingston, DPP.....5
John McAleese, FBX.....4
John H. White, FBM.....4
Charles A. Flower, FFM.....4
Herman Nordstrom, DMP.....3
Arthur Maguire, DFW.....3

The Grand Prize is still anybody's. The time is getting short, however, and it now looks as if three of these fellows were going to be the lucky ones. We shall soon know.

CHRISTMAS CHECKS

FOLLOWING the custom of the past few years, we are sending all Fellow Workers Christmas Greetings and Best Wishes for the New Year, together with a Christmas Check to those who have been with us for one year or more, according to the length of service.

1 to 4 years inclusive . . .	$ 5.00
5 to 9 years inclusive . . .	10.00
10 to 14 years inclusive . . .	15.00
15 to 19 years inclusive . . .	20.00
20 to 24 years inclusive . . .	25.00
25 to 29 years inclusive . . .	30.00
30 to 34 years inclusive . . .	35.00
35 to 39 years inclusive . . .	40.00
40 to 44 years inclusive . . .	45.00
45 to 49 years inclusive . . .	50.00

—Bird & Son, inc.

SAFETY

A FEW months ago the Phillipsdale Safety Committee sent us an ultimatum that they were going to keep the Safety Banner and suggested that we get another one for which the departments here could compete. The records they are putting up show they were earnest in their statement, for again in November they have gone through the month with an absolutely clean slate and the banner goes back there after an absence of only one month.

As a matter of fact, the accidents occurring during the month were, on the whole, of a trivial nature, nearly everyone of which should have been avoided.

The Paper Mill's perfect record was smashed by a man straining his thumb and wrist, which caused two days' lost time, and the Maintenance and Power and Steam departments lost out by a very small margin.

The Floor Covering and Building & Roofing plants each had two accidents that could have been avoided had more care been taken.

The Box Shops, which went through last month with a perfect record, were unfortunate to be charged with three accidents during the month, none of which should have happened.

Standing

Dept.	No. Emp.	Accidents	Days Lost	Standing
DP	200	0	0	1.000
DM, DV, DF	233	1	2	.984
EM, ER	153	1	2	.976
FF	266	2	6	.968
FX 1 and 2	227	3	8	.946
FB	252	2	39	.936

As we approach the New Year, the time for making resolutions, let us give the safety thought more consideration. But let us start NOW and set such a low record for December that will make us keep the Safety idea uppermost in our minds during 1925.

THE SAFETY COMMITTEES WISH YOU ALL A SAFE AND MERRY CHRISTMAS.

—Safety Committees.

FIRE BRIGADES

East Walpole—The Main Mill Fire Brigade met in the Brigade Room at 5.40 p. m., December 1, 1924.

Roll Call was held at 5.45 p. m.

The Company was drilled by Assistant Chief J. H. Smith. Company No. 10 was drilled at 2.30 p. m., December 1, by J. H. Maguire. Company No. 8 was drilled at 7.00 a. m., December 2, by J. E. Smith.

Norwood—The regular monthly fire drill was held at the Building & Roofing Plant on Monday, December 1, and at the Floor Covering Plant on Tuesday, December 2.

After roll call, the meeting was thrown open to general discussion pertaining to fire protection.

There was a good attendance.

NOTES FROM PLANTS AND OFFICES

PAPER MILLS

East Walpole

We extend congratulations to Harvey Batten who was recently married to Rebecca Russell of Norwood.

Herbert Schaier has transferred from the Main Office to the Stock Handling Department where he is taking care of records.

Off for a Day's Shooting
Mike Burke, Walter Sword and Andy Walker

We are glad to welcome Miss Miriam Leary to the Mill Office where she will take care of production records, answer the telephone, and otherwise assist Superintendent Smith and his associates.

The machine tenders on No. 5, Jack Linnehan, Jim Geary and Bill Boyden, not to mention Assistant Superintendent Carl Schaier, are elated over the record of 102¼ tons of board made the other day. They believe they have reached a high mark that sets a new world's record.

Box Shops

We are glad to hear that Edith Jonah is convalescing well after her recent operation.

The establishment of the new corrugated unit comes nearer each day. The floor is being laid and the new machines are coming in.

James B. Maguire had the leading comedy role in the American Legion show, "The Rose Girl." As the flippant head waiter of the Red Cafe he drew a large share of the laughs and in his singing and dancing number he showed his versatility as an actor.

The removal of the old industrial tracks between FX2 and SF has not only reduced the amount of handling but has improved the appearance of the yard. With the smooth runways, the trucks coming from the workroom can be moved to any point without transfer of track, and the method of handling bundles from all departments has been so arranged that all finished material is delivered to the shipping crew.

ROOFING MILLS

Norwood

Our moving picture, "The New England Home," was shown this Spring and Summer several times a week in about 100 theaters in New England. This moving picture has also been used in connection with lectures given by a representative of our Sales Department who has been called upon to speak before Lumbermen's Associations and Clubs.

The *Neponset Review* has been edited with the idea of producing something every now and then of special interest to our dealers. One number was devoted to certain large roofing dealer establishments in the North and the next February issue will be largely devoted to write-ups of some of the largest roofing dealers in the Southern Division.

In order to meet competition successfully without reducing wages, it is necessary that production methods be efficient and all possible waste eliminated. It is the boast at FB that, during 1924, everyone has cooperated to reduce waste all along the line. In particular, felt waste has been reduced from 3¼% in 1923 to 1¾% in 1924.

It is hard to realize sometimes the vast quantity of raw stock that goes into our products. In the blowing stills we handled 25,000 tons of material in 1924, or more than ⅓ in excess of any previous year.

Victor Makela has been entertaining his sister from Cleveland.

John MacAleese, dining at Peronis, poked an inquisitive fork at an oyster on the half shell, remarking in a disgusted tone, "Gawd, they're raw."

Considerable interest is being shown by machine foremen on non-stop runs. Ralph Koleith, Night Foreman, and Pat Reardon, Machine Tender, recently made two in succession and would have made three if they had not had to stop to remake a splice.

Tuesday, November 25, the foremen at FB attended the Safety Council Meeting in Boston and Tuesday, December 2, the Safety Committee went in. These meetings are very instructive and all who attended were well pleased with the speakers.

Chicago

Perhaps the thing that has given us more real satisfaction than anything else in 1924 is the considerable number of commendatory letters that we have received from our good friends, the dealers in our territory, as this demonstrates that we can count as an asset the real friendship of these dealers and one hesitates to try to compute the value of this feeling in dollars and cents.

Our Bowling League started November 28th with a win for the Paroids and the Art-Crafts, of three games each from the Accounting and Sales, and the Manufacturing Office respectively. "Dutch" Jansen had the high string with 195 while "Joe" Voltmer had the highest three game average with 178.6 plus.

The Art-Crafts defeated the Accounting and Sales two games out of three, while the Paroids won three straight from the Supers. Henry Morman had the high string for the evening with 219, and also the high three-string total with 513.

Both Dutch Jansen's crew and Shorty George's crew came through with non-stop record breaking runs this week. Keep it up boys, it keeps our costs down and your income up.

Among the records of which we are particularly proud is the fact that 97% of all Chicago employees voted on election day. Since the average for the country is around 53% we feel that we are justified in feeling a bit chesty.

FLOOR COVERING PLANT

Norwood

Ed Lines and Frank Maguire recently visited Montreal on a business trip. Some of their experiences while there are worth recording.

Upon registering at the hotel, the clerk patiently endeavored to decipher the scrawl upon the book. Finally, giving it up, he asked Mr. Lines for his name. Mr. Lines thereupon replied with great emphasis—"Lines, L–I–N–E–S, Lines." When the bill was rendered upon checking out, it was labeled, "Maguire and Jones." Such is fame.

Shortly after being installed in the hotel, Mr. Lines idly picked up a circular in the room which told of attractions at the various theatres. Among them was one entitled, "Captain Plunkett and his Dumbells in their 1924 Revue—A musical comedy." Moreover, the account of the show was generously besprinkled with attractive pictures of sprightly chorus girls.

"Aha!" said Mr. Lines, "we ought to see this show!" And see the show they did.

Apparently all the dumbells were not on the stage, for shortly after the curtain went up, it slowly dawned upon the rural visitors from East Walpole that the show was being given by Canadian ex-service men and that all parts, including those of the attractive (?) young women, were taken by ex-soldiers. Which proves once again the old adage—"All is not gold that glitters."

OFFICE AND SALES

Helen McDougall has joined the Floor Covering Sales Promotion Department.

We are glad to welcome Edwin R. Guise to the Floor Covering Sales as correspondent.

Anna P. Curran is a newcomer in the Payroll Department, replacing William Maxwell who has transferred to the Stores Accounting Department.

L. E. Tarr covered himself with glory in his portrayal of the father in "The First Year," Frank Craven's delightful comedy which was presented December 10th and 11th in Walpole by the Footlighters.

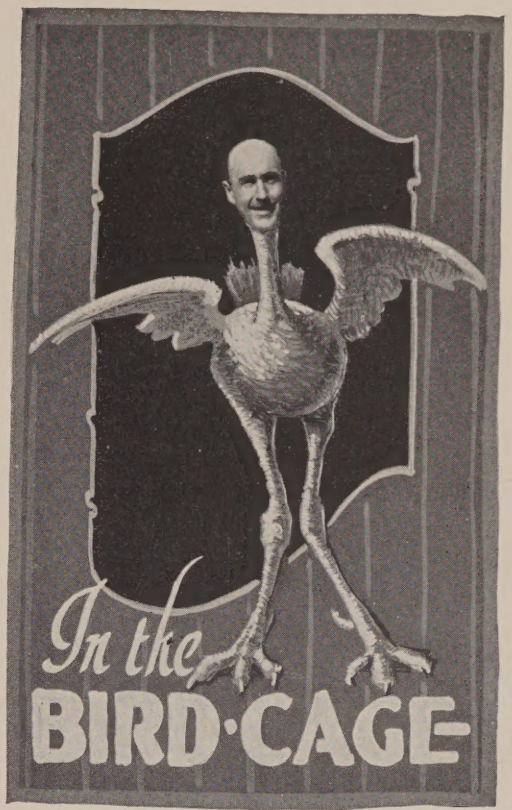
Genevieve McWhirter added to her laurels in amateur theatricals in the American Legion show, "The Rose Girl." She was the appealing little waitress who sang and danced her way so surely and inimitably into the hearts of everyone.

Greta Poff, Purchasing, and Jessie McDonald, Accounting, are spending the holidays in Nova Scotia. They expect to visit several places of interest before their return.

We, the employees of Department AC, "In order to form a more perfect union and to promote the general welfare" (borrowed from the Preamble to the Constitution), do hereby organize a Social Club to be known as the smAck Club. The name is not what it seems, having no relation whatsoever with osculatory exercise, but is a coined word consisting of the last letter of each Department symbol with a capital A in the center to represent the first symbol—thus aS–aM–aC–aK–SMACK.

In justice to the married ladies and gentlemen in Department AC, it is but fair to state the name was conceived by a young unmarried man early Monday morning following Sunday night.

The first social event will be a Christmas party to be held Tuesday evening, December 23, between 5.00 and 6.30 p. m., in the Girls' Club Room, Box Shop No. 2. Refreshments will be served and exchange of comedy presents will start the evening, followed by whatever impromptu entertainment the talent of the smAck Club may provide and that should be plenty. Yes, a good time will be had by all.



Did j'ever hear of the Monty bird?
What! Never, did you say?
Well, step up close and listen sharp,
While I tell of this creature gay.

The Monty bird is big and strong,
As you can plainly see;
Just listen to his plaintive call,
"Why dost thou pick on me?"

His favorite cry is "WHY! WHY! WHY!"
Now what do you think of that?
But this wise old bird is never heard
Talking through his hat.

He's on the job from morn to night;
His eye is like a hawk;
He's twice as wise as the lawyer guys,
Gosh! How that bird can talk!

He's full of vim and vigor, too,
And always on the go.
We'll doff our hats to the Monty bird—
He's a human dynamo.

—Jerry the Office Cat.

This is the second of a series of pen pictures by Mike and Ike of famous inhabitants of the Bird Cage. For the victims there is always the consoling thought that lightning never strikes twice in the same place.

I wish to convey my sincere gratitude, to each one of my fellow workers, in FXF for the kindness shown and help given me, during my recent illness.

David Glazebrook

BIRD CLUB ACTIVITIES

THE committee has the hall engaged for the following dates, covering the season:

January 9
February 6
March 13
April 17
May 8

We have some good things in prospect, so mark these dates on your calendar in red.

VERY SPECIAL! ! ! We are going to put on an Amateur Night February 6. All the talent must be from Bird & Son. If any one of us can do stunts of any kind, now is the time to come forward and volunteer for this occasion. We want to put some of our professional visiting entertainers in the shade. Let's all get together and make it a banner night! Volunteers, please report promises either to Mr. Badger, FX2, who is chairman of the monthly committee, or to Mr. Rouillard at FF.

The January 9 entertainment will include the Norwood Legion Double Quartet, Frank Armitage and some interesting young women.

Scene: Bird Club.
Time: Friday evening.
Characters; Al Kendall and freind.

Remarks his companion to Kendall, "Gosh, I need a hair cut."

Says Kendall, "Gee, I do too. I'll race you down to the barber shop."

The two started at a breakneck pace. Down the driveway they tore, around the corner onto Pleasant Street, Kendall head, shoulders and arms in the lead. Past the tennis court, Kendall still leading but his rival gaining. All traffic was stopped in the Square while the astounded populace watched the two racing youths speed under the bridge. As they came near the hall, Kendall found his second wind, flew round the Post Office, burst into Bird Hall door, rushed up the stairs, and arrived, all breathless and disheveled, in the midst of an amateur performance long before the hero was scheduled to appear. 'Twould be hard to say which was more astonished, Kendall or the audience.

In the meantime, the slower young man opened the right door, jogged up the stairs and was calmly seated in the chair when Al arrived.

Moral: Get your hair cut Thursdays.

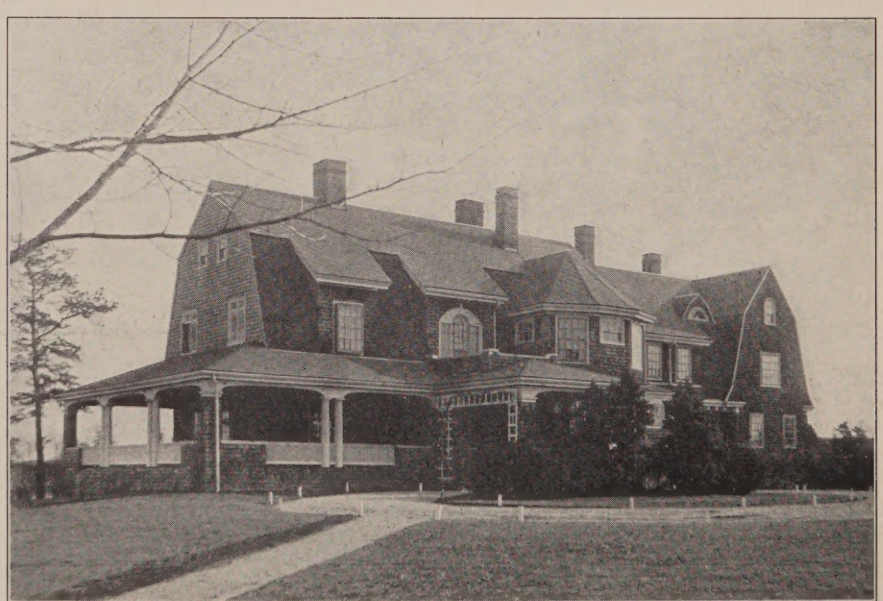
VETERANS' ROLL OF HONOR

WE give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during January together with the names of our veterans who complete over 20 years' service.

			Yrs.
H. E. Davenport	Hamilton	Jan. 1, 1898	27
C. V. Smith	Paper Mill	Jan. 1, 1901	24
F. W. Welch	Box Shop	Jan. 16, 1901	24
Joe Knaus	Paper Mill	Jan. 24, 1902	23
May Gardner	Office	Jan. 26, 1902	23
W. H. Boyden, Jr.	Paper Mill	Jan. 5, 1905	20
Bartley Curran	Box Shop	Jan. 12, 1915	10
R. D. Peterson	Chicago	Jan. , 1920	5
W. A. McDonald	Chicago	Jan. 1, 1920	5
Jesse Ghen	Floor Covering	Jan. 5, 1920	5
Wm. J. Boyd	Floor Covering	Jan. 5, 1920	5
Clarence Mattson	Maintenance	Jan 16, 1920	5
A. W. Smith	Labor Bureau	Jan. 19, 1920	5
Gottfureat Lauble	Box Shop	Jan. 20, 1920	5
J. A. Surette	Bldg. & Rfg.	Jan. 26, 1920	5
Ponfile DiPlacito	Bldg. & Rfg.	Jan. 27, 1920	5
William Horridge	Phillipsdale	Jan. 27, 1920	5

The best ally a salesman has is an efficient production department; his worst enemy is not a rival company, but a badly organized, incompetent corps of workers in the home plant.

—Through the Meshes.



The Bird Club.

Situated on the Highest Land in East Walpole, the Club House Commands an Unusually Fine View of the Surrounding Country. The House Provides Living Accommodations for Several Members Together with Recreation Rooms for General Use. The Spacious Grounds with Well Kept Lawns and Gardens Add to its Beauty

BIRD HALL
POST OFFICE BUILDING
EAST WALPOLE